

OASIS Care & Training Agency

ANNUAL REPORT

2020 - 2021



www.oasiscareandtraining.org.uk

CONTENTS

Overview

Chair Report	Page 1
Executive Director Report	Page 2
Financial Analysis Report	Page 4
Business Development Report	Page 6
Our Governance & Management	Page 8
Our Senior Management Team	Page 9
Our Operational Management	Page 10

Charitable Activities

Social Care Services Report	Page 11
Vocational Training Services Report	Page 13
Customer Feedback	Page 16
Career Opportunities for Care Professionals	Page 17

AUDITED ACCOUNTS 2020 TO 2021	Page 18
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Our Head Office Address for communication is:

24 - 32 Murdoch Street, London, SE15 1LW

Tel: 02076396192

www.oasiscareandtraining.org.uk

Providing Social Care and Support to people in their own homes.

Offering Vocational Training Services for career development in Health & Social Care



Chair Report – from Hussein Abdullahi

Our financial year started in April 2020 with the government forced to implement a strict policy on social distancing that seriously influenced the way we all work and live. A year later I am happy to report OASIS has survived this difficult period with mass vaccination providing light at the end of the tunnel for us to continue the pursuit of our Mission during a health crisis that particularly impacts the vulnerable people who we support.

But it has also been a year that has demonstrated our resilience. Across the organisation, Oasis Care staff and volunteers have stepped up and remained completely committed to the delivery of high-quality person-centred care to our service users. To every staff member and volunteer, I thank you.

I'm proud to say that the challenges of Brexit and the Coronavirus pandemic have not hampered our ability to deliver outstanding care in the community. Instead, these challenges have prompted us to be creative and intelligently manage new risks with new ways of working. For example, our frontline care workers have been pivotal in ensuring service users continued safe contact and communication links with their families and friends. This has included OASIS Care Workers helping to facilitate online video-chats due to social distancing restrictions during the Covid 19 lockdown.

Oasis Care's leadership team has also adjusted to a new normal – including virtual meetings! I would like to thank all my fellow Trustee Board members for their contribution this year, and for the significant time that they invest in Oasis to ensure it is well governed and well guided. I would like to also acknowledge the wonderful contribution of the Senior Management Team, especially, the 17-year contribution of Gordon Bentley, who changed his role from Business Development Manager to a Business Advisor from 1st of July 2020. Gordon has transformed Oasis Care and had a significant impact on winning new contracts, funding, supporting quality improvement, and promoting our profile in the marketplace to gain better recognition for the service we provide.

I am also delighted to recognise our continued partnership with Steve Lawrence as our Training Consultant who advises on our funding applications and Ofsted compliance to ensure we can deliver accredited training programmes for our Care staff. Steve, through his company EEVT, is heavily involved with charitable causes that promote equality and diversity. His contribution towards our MATRIX re-accreditation and recent Ofsted monitoring visit has been valuable.

Finally, I thank the Royal Borough of Greenwich commissioner James Drake who has not only secured us large amounts of PPE but also collected the entirety hand delivered to our office. Through his support we have worked with a small team consisting of social workers and care managers to directly and robustly complete small pieces of work to amend care packages, so we only deliver essential services. This joint working was formed in an attempt to get ahead of the impending challenge that was coming, and Social Services required our support to do this both safely and effectively. Priority was given to packages of care where alternatives cannot be sustained via informal care.

*Hussein Abdullahi
Trustee Chair*



In challenging and uncertain times, the role of OASIS is more important than ever. At a time of increased pressure on statutory services, we will continue to support vulnerable members of the community to stay safe and to achieve positive outcomes. Thanks, and best wishes to all who are making this possible in 2021.

Executive Directors Report – Mohamed Yusuf

COVID-19 has been a defining feature for OASIS for yet another year 2020/2021. Our dedicated staff continued to provide high-level critical one to one care to service users through the lockdown with conviction and highly coordinated approach across the organisation. Of course, the strength of our pandemic response is not the work of just a few staff or managers but of literally hundreds of our team members at various capacities every day – and I just want to say to everyone who has shared in this responsibility – thank you for doing everything possible to protect staff, service users and our local communities at large. I know how hard you have worked and we can see the benefits of that effort.

I want to acknowledge the impact this has had on the day-to-day care that we provide. Thanks to all staff who have implemented our infection control processes and protocols with rigour. It is not only the effort that has gone in to keeping us, our service users and communities we live in, safe but also keeping families connected. You have all made a difference.

The pandemic continues to impact our world, our communities and our organisation and we face a once-in-a-lifetime global health challenge that literally touches every single one of our lives and livelihoods.

While most people remained home, our health and social care staff and NHS clinicians were in the front lines battling the Coronavirus and trying to best care for the most vulnerable members of our society amidst a constantly changing, and more challenging than ever environment. OASIS has been recognised as a leading provider of community care services across London resonated across the industry and we have shown how paramount home-based care is for the health and well-being of all those we serve. We are an organisation of people, caring for people. It is why we all get up every morning and it is what has created such a strong foundation for our past, present and future success.

Although the adult social care sector is estimated to contribute £41.2 billion per annum to the economy in England, successive Governments failed to come up with a sustainable funding stream for the sector creating crisis for many in the country, particularly for those who access and work in social care. There are discussions and plans of significant funding proposals in the sector, in the near future, but the question remains to be what will change, for how long, and what this means for the adult social care workforce. The challenge is to ensure that we have enough people, with the right skills and experience, working in the right jobs to support people to live their lives within their communities.

Mohamed Yusuf
Executive Director



A large, 3D-style blue arrow graphic pointing to the right. Inside the arrow, the words "SOCIAL CARE" are written in large, white, bold, sans-serif capital letters. The arrow has a white outline and a slight shadow, giving it a three-dimensional appearance. It is positioned in the lower-left quadrant of the page, overlapping the bottom of the text area.

Executive Directors' Report/Continued

Vocational Training:

The Social Care sector has long struggled with high staff turnover, which often has a detrimental effect on service quality. OASIS focuses on increased engagement, employee benefits, high quality training and development opportunities aims to reduce staff turnover and improve the quality and consistency of care which in turn can make OASIS a more attractive partner for health and social care commissioners.

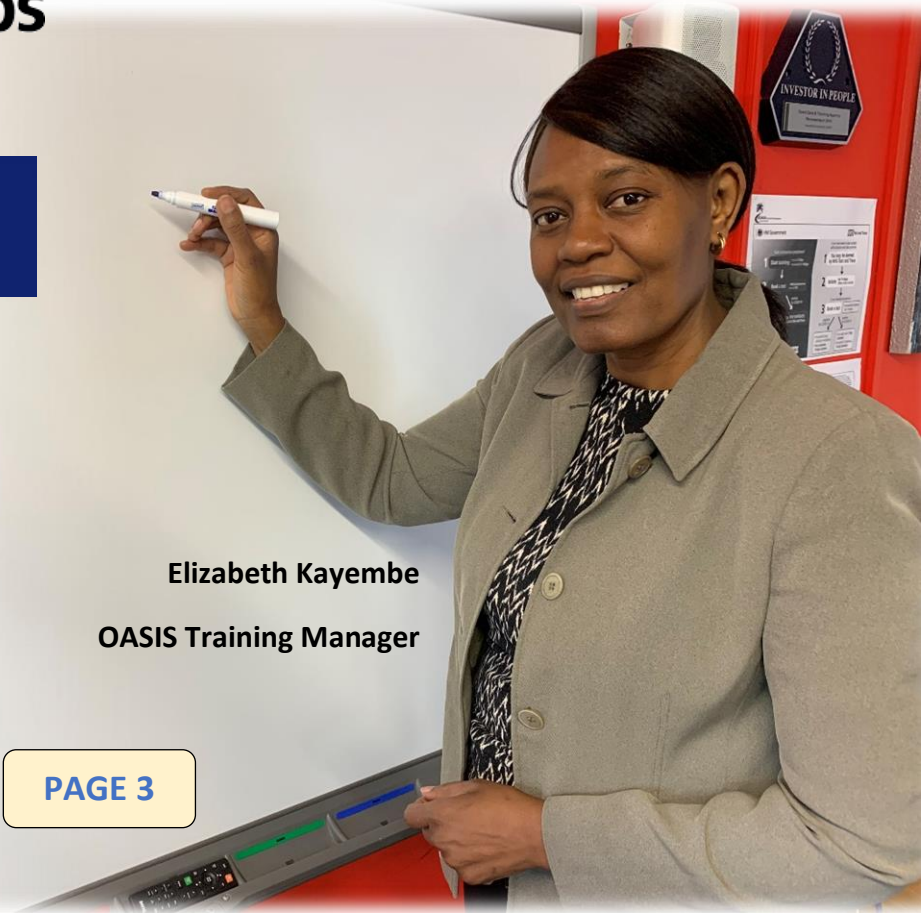
Everyone working in OASIS is given the opportunity to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to grow in the right skills and knowledge to enable them to provide high-quality care and support. We continue to invest in our staff development through accredited as well as non-accredited training programmes that are intended to enhance staff job progression and retention.

OASIS provides most of its induction, foundation and advanced care training to its staff through its own training center. The vocational qualification element of the Training Department is accredited by national awarding bodies, and we continue providing staff training and support through eLearning and other internet based platforms. We have also introduced reduced class sizes and the creation of Covid secure training environment equipped with all the necessary cleaning equipment.

Our achievements in 2020/2021 could not have been attained without the hard work and commitment of staff, departmental managers, advisors, Board of Trustees and partners - and I am grateful to you all. I would also like to applaud the dedication of our care workers who have worked tirelessly to care for the community during COVID-19. We all need to continue working together as we move out of the pandemic, to ensure that the excellent work achieved this year, in tackling the virus and to provide quality care for local people, is enhanced by what service users, their friends and families, Local Authorities and the public at large tell us they want and need.



Elizabeth Kayembe
OASIS Training Manager



Financial Analysis Report - Mohamoud Ileye, Finance Director

As with the rest of United Kingdom (as well as globally), 2020-2021 has been a challenging and very difficult time for Oasis Care and Training Agency from a finance point of view.

The natural effect of the pandemic has been the reduction of hours available due to a number of reasons such as:

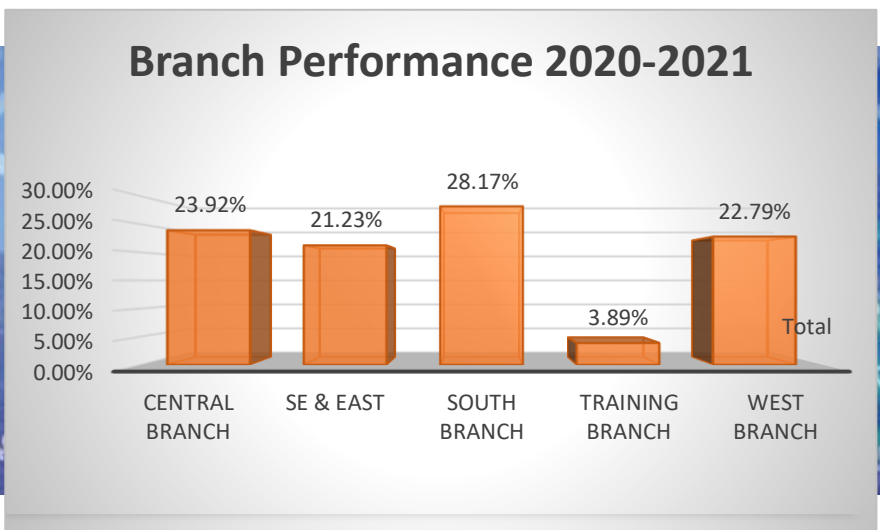
- Service reduction - to eliminate unnecessary contact with the service user
- Cancellation - Non-emergency care taken over by family or other close relations to service user.
- Termination of care packages

In response to this, OASIS has gone to extreme measures to mitigate the downside of reduction in hours. In the course of 2020-2021, it has implemented cost-effective measures to deliver services as near to normal as possible. This year has also showed the strength and resilience of Oasis as service provider.

The consequence of the pandemic has seen revenue drop by 4.01% from £9,520,066 to £9,138,248. Achieving such a small reduction in revenue is down to the management efficiency and proactive leadership in the face of a difficult and challenging situation. This year has also shown the resilience of OASIS in maintaining a quality service and being able absorb the extra cost of delivering a safer service in the face of the pandemic.



Mohamoud Ileye
Finance Director



Branch Analysis

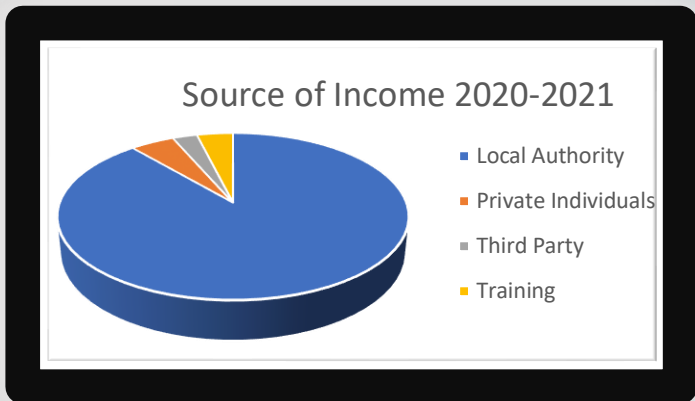
2020-2021 branch performance shows the organization income stream is comparable balanced between the 4 branches that deliver OASIS care services. This further highlights management foresight by ensuring its operational branches are able to operate independently and are able stand on their own without reliance on financial subsidy.

The funded training branch income has seen a 4.90% decrease to £168,681 (2020: £177,388) This was in line with the anticipated growth of the Training Department. It is envisaged 2021-2022, the training branch will reach surplus of £500,000 and would eventually be become a major contributor to the organization's overall income.



Financial Analysis Report.....Continued

The main customers for Oasis Care and Training Agency are local authorities in London. Currently the organization provides service to the majority of London Boroughs and has maintained a long-term relationship with many of them. This has served the organisation well this year with the backdrop of the pandemic.



Future

While 2020-2021 has been a difficult and testing time for the organisation and service sector we engage with, Senior Management at Oasis believe the worst is now over and the future trading in 2021-2022 will show an uptake in income.

The success of being awarded a Good Rating by CQC in all our registered branches will also be pivotal in the pursuit of growth in the coming the coming year.

Whilst the Training branch of the organisation is in a good position for growth in 2021-2022 being led by experienced managers to deliver funded training programmes that OASIS is accredited to provide.

OASIS Finance Team



Business Development Report – by Gordon Bentley, Business Adviser

It is often quoted that a week is a long time in politics to recognise how so much can happen unexpectedly in such a short while. That same thinking could easily be applied to the market position of OASIS over the last year which has led to a range of unexpected opportunities that are now emerging for both our social care services and delivery of funded vocational training.

Covid 19 has found OASIS working more closely with Social Services and NHS professionals during the pandemic to sustain essential care & support whilst designing safe methods of care practice to achieve this. As the Better Care Fund continues to establish itself through joint initiatives such as Reablement Support and Home from Hospital services, OASIS has been quick to prove its capabilities within multi-disciplinary teams and has had a relatively high rate of success with achieving set outcomes collaboratively. Including involvement with complex care packages, such as diabetes, obesity, cancer and long-term conditions.

With the government announcing extra funding for social care via the NHS budget from April 2022 there is every chance with current patient operation waiting lists that this will filter down in the procurement of services that will free up hospital beds through early discharge. We are already submitting tenders to contract for this type of work.

Unemployment levels have risen during lockdown, but this appears to of been superseded by the need to recruit new entrants for specific professional sectors due to severe staff shortages compromising existing service and supply levels. The Social Care sector is recognised by Government as having over 120,000 job vacancies, alongside increasing demand for homecare as a more cost-effective solution than residential care. OASIS then is well placed to secure funding that will encourage new entrants into the profession. Our Training Team are already being funded to deliver the Government's Kickstart Scheme and we plan to expand our Apprenticeship provision in 2022. Therefore, changes to operational structures are being invested in for OASIS to cope with a much larger number of unemployed learners during the next financial year.

Another unexpected occurrence during the pandemic has been regulatory bodies deciding to change their inspection methodology. The Care Quality Commission plans to inspect with more of a focus on data and feedback from people's experience of our service provision, with quality ratings being updated more regularly, and not always requiring an inspection. This change is welcome and reflects our own experience that measuring regulatory standards through the inspection of processes and paperwork alone is no substitute for demonstrating evidence of quality feedback from our service users. Perhaps even more welcome should be CQC's drive to improve its relationship with those it regulates.



*Gordon Bentley
Business Adviser*

Business Development Report/*Continued*

A recent highlight for me was visiting our registered offices in West London and Central London. Then listening to the COVID challenges that the care management teams had experienced in the last 12 months. It was a pleasure to meet with the Registered Care Managers, Khalid Khalil and Abdi Ismail, to discuss future plans for developing networking and partnership working with local voluntary organisations. Using volunteers to enhance our person-centred care packages has incentives for providing support to vulnerable people who want to engage more with their community, especially the lonely and disabled.

Funded Vocational Training

Ofsted suspended routine inspection activity of learning providers between 17 March 2020 and 15 March 2021. Since then, we have had a successful new provider monitoring visit, expecting a full Ofsted inspection sometime in 2022 as our provision of funded vocational training further develops and grows.

Combined with a series of Ofsted changes in 2021 to their regulatory framework our Training Team have been under a certain amount pressure with the uncertainty of what to expect when an inspection eventually takes place. Preparation is key, so our consultant, Steve Lawrence, and Training Manager, Elizabeth Kayembe, have been kept busy getting to grips with developing evidence that Ofsted is likely to request. In our experience non-compliance problems are not so much due to the inspection framework being unclear, but often arise because of recent changes having yet to be operationally interpreted. This highlights our need for continued expertise and prompting with keeping the Training Team up to date with Ofsted.

I look forward to advising OASIS on business development as we hopefully bring Coronavirus under greater control and the economy continues to recover. My thanks to all managers and staff who have supported me during this financial year. My new role of acting in a business advisory role to Senior Management and the Trustees is much welcomed as I continue to move towards retirement - but hopefully not at the expense of losing my continued support for OASIS and the amazing work that I have seen in 2021 on the frontline of our service provision.

Gordon Bentley with members of the OASIS West London Office Team



Our Governance & Management

OASIS Care & Training Agency is a charity constituted in 1996 (UK registered charity number 1044521) and therefore subject to charity law.

OASIS Care & Training Agency is governed by a Memorandum and Articles of Association which sets out its charitable objectives. These can be summarised in our mission statement:

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

Board of Trustees

Our Board of Trustees have overall responsibility for the strategy, management, and control of OASIS Care & Training Agency. Our Executive Director, working with the Senior Management Team, is responsible for delivering the Board’s vision and strategy and for the day-to-day operations.

As of 31 March 2021, the Board was made up of four Trustees including:

- Hussein Abdullahi - Chair
- Sabah Yusuf
- Abdullahi Hussein
- Abdullah Mohamed Ismail



Hussein Abdullahi
Trustee Chair



Abdillahi Hussein
Trustee



Abdullah Ismail
Trustee

All Trustees are required to demonstrate that they meet the skills needed, which are set out in the role profile. Appointments are led by the appointed Chair which makes recommendations to the Board of Trustees.

We recruit Trustees based on an evaluation of a balance between skills and experience needed to govern the Charity in the long term, ensuring that the Board is fit for purpose and brings a diversity of different interests and experience. The Board meets formally four times a year.

The trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity.

The trustees are responsible for preparing the Annual Report and externally audited financial statements in accordance with applicable law and regulations.

Our Senior Management Team

The Senior Management Team is led by the Executive Director, Mr Mohamed Yusuf. Its members are Senior Managers and Department Heads with key areas of responsibility and accountability for them.

Our Deputy Executive Director, Rashid Abdullah, take responsibility for the quality assurance team, and deputises in the absence of the Executive Director.

Regular performance meetings and individual appraisals are conducted by the Executive Director using the OASIS Strategic Business Plan to determine progress and achievement towards our key objectives that can be summarised as:

1. **Social Care Provision** – To be recognised as quality provider across the registered locations we have for provision for homecare services though positive evidence and feedback from service users, local authority commissioners and the Care Quality Commission.
2. **Vocational Training Provision** – To exploit available public funding streams to offer profiting making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

We also use external consultants to support our senior managers with governance, new statutory requirements and opportunities for business development. This includes Steve Lawrence from EEVT Ltd, who has helped our Training Team with funding procurement and administration, whilst conducting regular audits to monitor Ofsted and Funding Body compliance.



*Steve Lawrence
External Consultant*



*Rashid Abdullah
Deputy Executive
Director*

Equal Opportunities Policy

OASIS Care & Training Agency is an equal opportunities employer and applies objective criteria to promote this. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation, or disability. Selection criteria and procedures are in place to ensure that individuals are selected, promoted, and treated on the basis of their relevant abilities and merits.

Our Head Office Operations

Oasis Care & Training Agency

24-32 Murdock Street, London, SE15 1LW

Tel: 0207 639 6192

Our Head Office is located in the borough of Southwark and acts as a centralised base for functional operations designed to support the service delivery of social care and vocational training services. This includes Financial Accounting, IT Systems, Workforce Development, Human Resource Management, Quality Auditing, Business Development and Main Reception.

It is also the main working location for our South London Care Management Team to deliver social care services, and a base for the management of our Funded Vocational Training Programmes for care staff.



Central London Branch Team

Our Local Branch Operations

To manage a social care service that is closer to the communities we service OASIS Care has in addition to its Head Office operation 3 local Branch Offices. These are located in Greenwich, Camden and Ealing.

Each Branch operates a tight knit team of experienced and qualified care professionals led by a Registered Care Manager with support from Administrators, Care Coordinators, Field Supervisors, and Senior Care Managers.

<p>South-East London Branch 131A Kingsman St, London SE18 5PS Tel: (020) 76396192</p>	<p>Central London Branch 194-196 Finchley Road, London, NW3 6BX Telephone (020) 7358 8938</p>	<p>West London Branch 22 Uxbridge Road, Ealing, London, W5 2RJ Telephone (020) 7358 8936</p>
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Social Care Provision Report – by Khalid Khalil, Registered Care Manager

Service Delivery - The last year during the pandemic has seen a change to our delivery model for social care. At an operational level we have had to adapt to governance guidance and ensure social distancing policy was communicated immediately to our front-line care staff.

Social distancing has also led to implementing remote contact with service users and care staff. Quality assurance in many ways has become more manageable as monitoring of service provision is now conducted remotely using online video conferencing software. Care worker supervision, appraisals and training has followed a practice.

Another challenge has been the need to stockpile Personal Protective Equipment for our care workers to ensure they are adequately protected and compliant with PPE guidelines. This has included partnership working with the NHS and Local Social Services to ensure staff are trained in Infection Prevention and Control.

Another change made to reduce risk of cross infection has been in confining care staff to a fixed number of service users to ensure that in the event of a care worker or service user being tested as Covid positive the impact could be contained to a limited number of people.

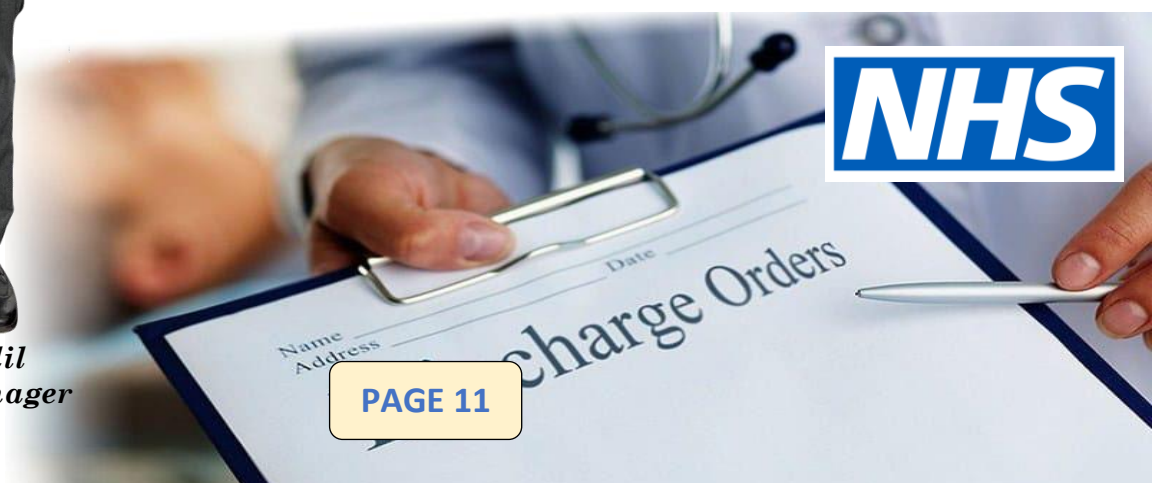
Care Hours - The overall level of care hours delivered dropped from around 12000 hrs per week in 2019/20 to 11,553 in 2020/21, a drop of 3.72% for the year. This has been the result of service users and their families cancelling our homecare provision as family members have been on furlough and decided to personally look after their loved ones. This appears to of been a common experience with all social care providers.



Khalid Khalil
Registered Manager

Reablement and Complex Care - Despite reduction in the number of service users we support, OASIS has experienced new service opportunities by accepting referrals relating to early discharge from hospital. Often elderly service users recovering from Covid. This has meant providing extra training and reassurance for our care staff to overcome any anxiety and learning how to fully protect themselves in the service users home. In doing so our care staff have demonstrated a high degree of commitment to their duties and compassion for those they care and support.

We now find many home from hospital referrals having to take responsibility for completing a full service user assessment and then reporting their needs and risk assessment results to healthcare professionals who will be needing to make a contribution to the overall homecare package. Whilst in the past this would be the reverse, with referrals having a summary care plan already agreed for us to follow and deliver. The impact of this change on our assessment process has led to improved quality and improved interaction and co-operation with all professionals.



Assisted Technology – The use of technology as a tool to support our service delivery continues to develop. The last year has seen the implementation of digital care planning and recording. This development has increased our efficiency and our ability to provide and share information on the delivery of our service.

eMar charts for medication management are now used by all of our care workers as well as contact sheets. Over the last year we have trained 511 care workers on our electronic recording system. Achieving 92% compliance rate with the aim of having 100% compliance rate by the end of 2021.

Our Care Management system software enable us to immediately implement changes to service user care plan outcomes, increase/decrease in commissioned care hours and then electronically share this with Social Services, the Care Worker, Service User and their family members. This also give us a common platform from which we can accurately monitor a service users' progress with care plan outcomes and goals.

Networking and Partnership Working - Members of our Care Management Teams based in our 4 branch offices across London regularly attend networking events to identify new ways of working with local voluntary groups and specialist service provision in the communities we serve. Through developing partnership working we are able to offer a range of support options for our service user that are either outside our capability, e.g. Community Transport, or not within our service remit, e.g. attending a Day Centre.

As social care provision increasingly moves towards a more integrated approach with health care, we have experienced a strengthening in our partnership working with social workers, NHS professionals, and local commissioning teams.

Future Plans – Despite the uncertainty over Covid and potential further lockdowns, we feel the last year has given OASIS Care added profile and recognition that as a care provider our managers and care staff are prepared to go the extra mile to meet the challenges and needs of our service users and commissioners. Our plan is to increase our performance and achieve a 20% increase by the end of 2022 to return to our pre-pandemic position of around 14,400 hours of service delivery per week.



Vocational Training Services Report – Elizabeth Kayembe, Training Manager

The Training Department has had an exciting, albeit extremely busy, year. Having signed contracts with Pathway ,TCHC, and our own AEB fund, the Training Team got down to work with a budget of £153,000.

As we near the end of the academic year, the department has been able to claim £143,00 from these funding sources and as a result have successfully completed delivery for over 250 learners with a total of 280 learning aims. The table below shows our learning and completion statistics in the past year.

Funding Source	Functional Skills Maths	Functional Skills Eng.	Dementia L2 Award	Dementia L2 Cert	Care Planning	Medication	Total
Pathway	18	18	9	10	127	-	182
TCHC	-	-	-	11	5	15	31
AEB - GLA	18	13	-	-	16	-	47
ESFA	-	-	-	-	-	19	19
DIVAC	Apprenticeships						23
Totals	36	31	9	21	148	34	302

I am very proud of all our learners for their achievements this year. They worked hard through the pandemic despite concerns over learning new technologies for video conferencing. They learnt to engage with their tutors via Zoom and WhatsApp sessions besides traditional face-to-face delivery.

Here are some feedback comments from the learners:

“Medication Training was very important for me because I work with a very vulnerable client. I learnt about the human rights of medication and how mental capacity can affect a client’s decision to refuse medication.”

“I really enjoyed the Care Planning training. The tutor would make time to create a Zoom Tutorial for me and explain the lesson again after work because I was not able to attend the earlier class session”





Workforce Development Fund

This year we achieved compliance with the Skills for Care Workforce Data Set, an online data collection service of workforce information for the adult social care sector in England. This involved updating HR and Training data to reflect our latest workforce development achievement for staff training. As a result OASIS qualified to claim £3,600 funding to cover training costs.

Kickstart Scheme



Using new government funding, the Training Team successfully recruited and retained 10 young adults under the Kickstart Scheme. The project is funded by the government and managed by the Department of Work and Pensions.

Aged between 18-24 they were allocated into the various OASIS Departmental Teams including Quality Assurance, Vocational Training, HR, and Reception. They were able to demonstrate evidence of added value to their team through professional conduct, commitment and engagement.

Apprenticeships



Oasis started to recruit Apprentices for EYE and Childcare courses engaging with nursery employers in February 2021 under the guidance of our new Apprenticeship Manager Janet Edwards. Recruiting, placing and supporting over 25 learners into this sector and enrolling them onto the Level 2 Apprenticeships and 3 programmes. Oasis has also enrolled 3 of its own employees via the Apprenticeship Levy fund onto level 3 Adult social care apprenticeships.

Successful Bid for GLA/AEB Good work for all Project.



Oasis have successfully bid and won over £600,000 of funding for this new project managed by the Greater London Authority along with Level 3 entitlement from the National Skills fund which is managed by the ESFA. The project start date is September 2021. We will be delivering Child Care, Health and Social Care, Digital Skills and Functional Skills programmes to learners throughout London. This will be the first large directly funded training project for Oasis.



OASIS Training Team

Continued/ Vocational Training Services Report

Sourcing external learners

As our capability to delivery funded training programmes for the social care sector develops the Training Department has begun exploring opportunities to market their short courses to staff in other care agencies. Our plan is to formalise this opportunity during 2021 to take advantage of smaller providers who do not have the capacity to train their staff in the specialist skill requirements that there is an emerging demand for, eg Dementia Care, Reablement Support, etc.

Human Resource Management

During early 2020 we were faced a serious downturn in contracted delivery of care hours as local authorities attempted to keep face to face time with service users to an absolute minimum do to the alarming nature of the COVID pandemic. As safer systems and compulsory face masks were supplied, OASIS was able to sustain an increase in care hours and the demand for new care staff. From June 2020 to March 2021 our HR Team was able to conduct interviews for 153 candidates seeking employment as a Care Worker. This led to 58 new employees during 2020/21.

We anticipate further recruitment of new staff as our branch locations continue to grow and develop in term of care hours delivered. To compliment this we are planning for our website to accommodate online applications from prospective care workers seeking employment.

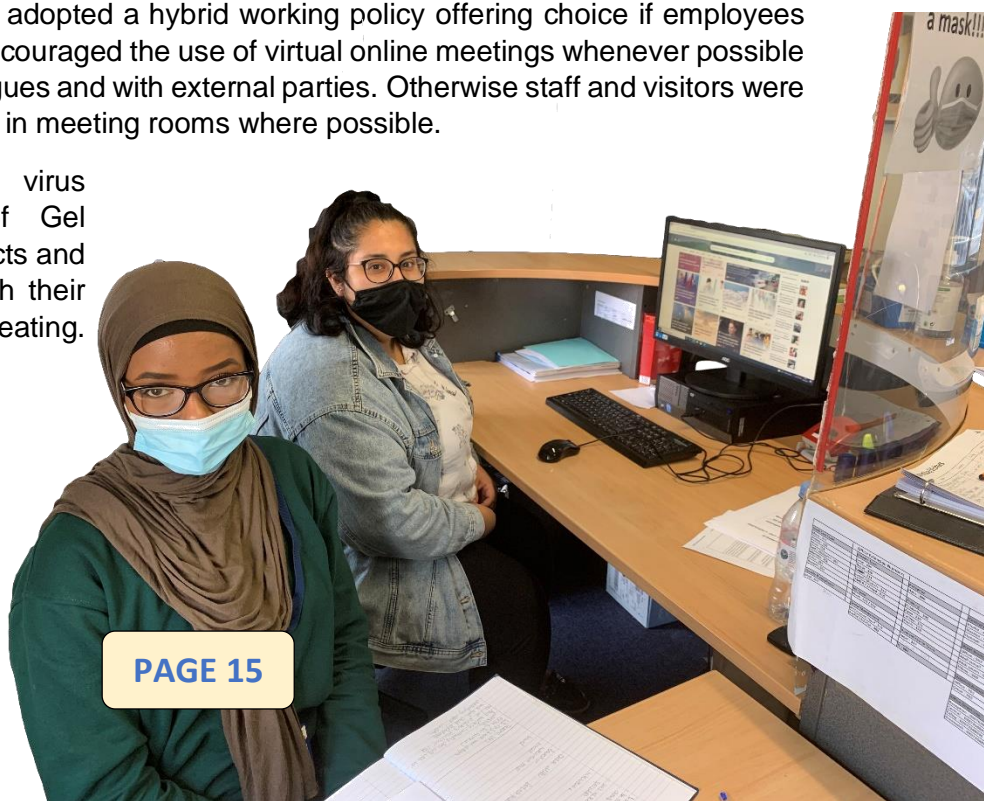
Our management of HR records has undergone a successful upgrade that will facilitate better access to employee files and enable HR staff to manage expiring documents more easily. It has also provided a secure way to maintaining confidential documents in a centralised place that is protected.

Social Distancing

In 2020 OASIS promptly implemented a Covid-19 Secure Workplace Policy to ensure a safe and secure workplace for anyone visiting our offices. We continue to encourage all visitors to wear a face covering other than where exemptions apply.

During the height of the pandemic we adopted a hybrid working policy offering choice if employees wished to work from home. We also encouraged the use of virtual online meetings whenever possible including internal meetings with colleagues and with external parties. Otherwise staff and visitors were encouraged to maintain a 2m distance in meeting rooms where possible.

Other steps taken to reduce virus transmission included the use of Gel Sanitisers, regular disinfectant of objects and surfaces, and promoting staff to wash their hands after using the toilet and before eating.



Customer Service Feedback

Some encouraging feedback from a family member whose mother we offer care and support to:

"Thank you, OASIS Care, for your loving care towards my Mother. Your Care Worker, Shamsa, is more like a family member.

I want it recognised and acknowledged that you are playing a very important part in helping my mother's physical and emotional rehabilitation. God bless you.

In addition to this she is excellent at communicating and keeps me fully updated with pictures of the activities she does with mum and shares mum's excitement in the things that my mother is interested in - like getting her nails done, going shopping, and browsing in the local market for fresh vegetables.

Shamsa plans ahead and calls me to arrange transportation to ensure my mum travels safely. I have complete peace of mind when I know she is with my Mother.

I would also like to highly commend your professionalism, competence and exceptional customer service in the administration of my mother's care. You are always polite and respectful and approach each issue as if you were dealing with it for your family member; with care, enthusiasm and commitment to find a solution."

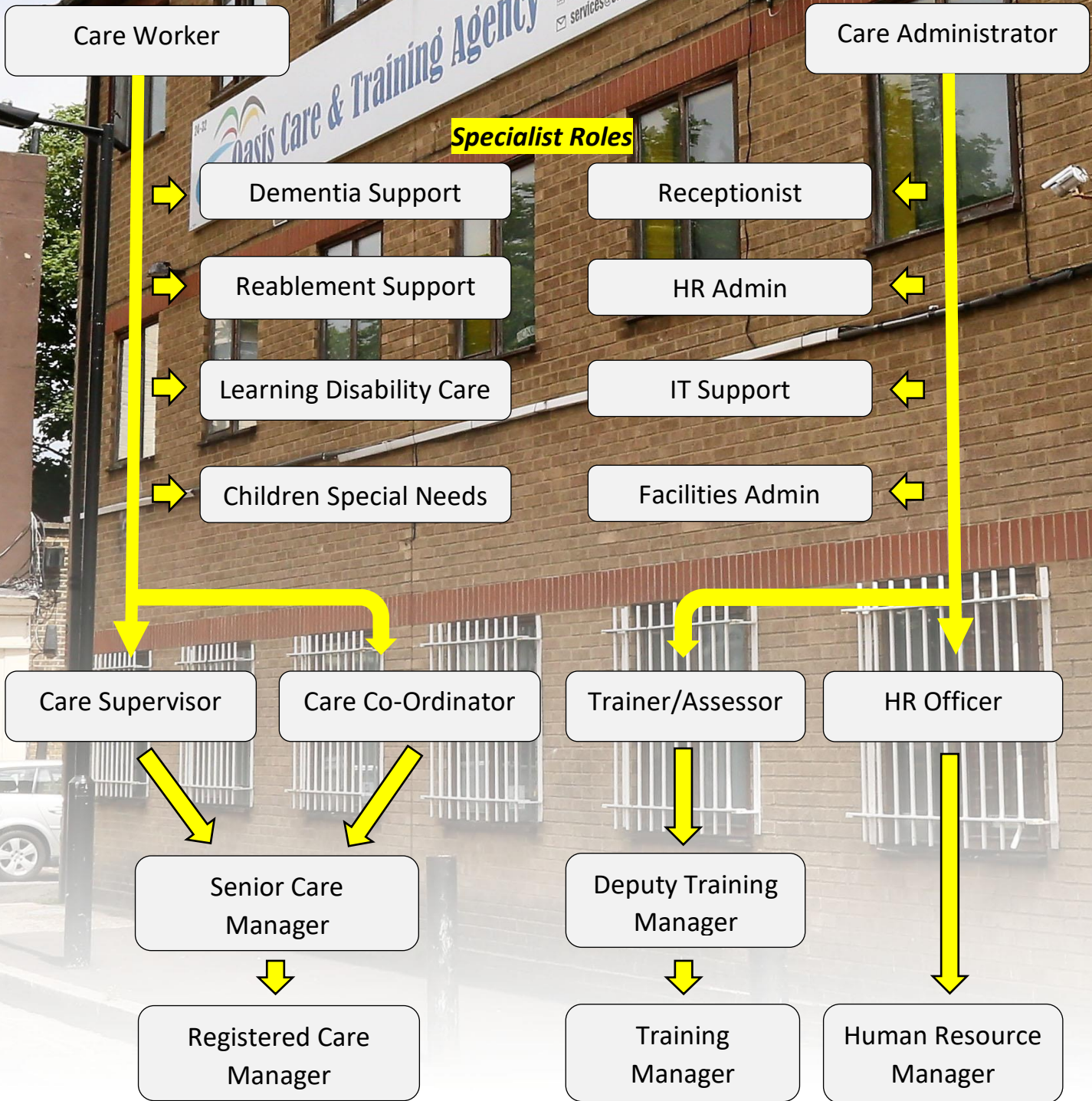
"I am comfortable with them in my home and they treat me, my family and my home with respect." *Ref: OASIS South London Branch CQC Inspection Report Jan 2021*

'My care worker is doing such a good job with everything that is going on and keeping me safe.' *Ref: OASIS South London Branch CQC Inspection Report Jan 2021*

Feedback from one of our Care Workers who attended a training course provided by our in-house Training Team:

"The Training Instructor was very patient. She really knew her content and she presented her work very well and made me feel valued when I answered questions in the group."

Start a rewarding Career in Social Care with OASIS Care & Training Agency



If you're new to social care, an apprenticeship is a great way to gain work experience, achieve a qualification and earn a wage. We offer Apprenticeships usually lasting between 12 and 24 months and are mainly work based - so you can develop your skills on the job.

They're a great way into the sector for people of all ages and there are different levels depending on your skills and experience.

To discuss your interest in working for OASIS Care & Training Agency call our HR team on 02076396192

AUDITED ACCOUNTS

2020 TO 2021




CARE & TRAINING AGENCY

24-32 Murdock Street
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Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2021

	Pages
Trustees' Annual Report	2
Auditor's Report	5
Statement of Financial Activities	8
Balance Sheet	9
Statement of Cash flows	10
Notes to the Accounts	11
Detailed Statement of Financial Activities	21 to 23

The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2021.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity No. 1044521

Principal Office

24-32 Murdock Street
London
SE15 1LW

Trustees

The following Trustees served during the year:

H.Y. Abdullahi
A. Hussein
A.M. Ismail
S.A. Yusuf

Key Management Personnel

Chief Executive Officer Mohamed Yusuf

Auditor

GPRS Professionals Limited
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT

Bankers

HSBC Bank PLC
9 wellesley Road
Croydon
Surrey
CR9 2AA

OBJECTIVES AND ACTIVITIES

The Charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

When people are in need of social care or seeking employment they are supported by our personalised services to promote their physical, mental and emotional wellbeing, regain their independence, and feel valued as an individual.

“Our vision is to be recognised as a leading provider of community care services and support work that is aimed at enhancing the quality of life for vulnerable people in London, whilst promoting diversity, quality learning opportunities and the overall social & economic well-being of the local communities that we serve.”

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 575 service users in 2021 and using around 10,500 hours of care per week across 17 London boroughs which was swiftly met taking into account the ongoing impact of Covid 19.

FINANCIAL REVIEW

The Charity gross income decreased from £9.5M in 2020 to £9.1M in 2021 which was a decrease of around 4% compared to 2020. Similarly, the net income decreased from £171K in 2020 to £100K in 2021 which is a decrease of around 41% compared to 2020. The decrease in gross income had a direct impact on the decrease in net income.

Unrestricted reserves are defined as general funds and are available to enable the charity to meet its objective. The aim of the reserve policy is ensure that the charity's ongoing and future activities are protected from unexpected financial risks. This may include:

1. Unexpected increase or decrease in funding streams or costs. 2. The need to maintain a level of working capital required to meet cash flows needs. 3. The need to maintain specific funds to meet unexpected one-off expenditure impacts.

Currently our total reserves stand at £1,976,629 (2020: £1,876,286). After reviewing the Charity's forecast and projection over the strategic planning period and its reserves, the trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

The charity's unrestricted income is very sensitive to the delivery of the service provided in Care Industry and the external compliance that has to be met through the regulatory body of the industry. We monitor these risks closely through the Board of Trustees, Senior Management Team and the Finance Department.

Cash flow risks are minimised by setting an appropriate reserve policy, including adequate levels of working capital, close monitoring of the organisations funding flows from local authorities and private individual who use the service.

The charity acquired a residential building on 9.7.2019 which has been converted into a 10 bedroomed home for respite care. The property address is 16 Freeman Way, Essex, RM11 3PH. During the year the charity received an income £162,117 (2020: £124,800) from this venture. We are expecting an income of over £170,000 in the coming years with full occupancy.

COVID 19

The trustees have considered the potential impact of Covid 19 virus on the Charity. Although this virus has badly impacted throughout the world, it has hardly affected the Charity as the trustees followed and applied the guidance from the UK government to the letter. The trustees continue to take all reasonable steps to make sufficient resources available to keep the Charity afloat.

Risk management and internal control

Oasis Management Committee are continuously reviewing and assessing major risks to which our charity might be exposed. They have overall responsibility for ensuring the appropriate systems of control, financial and otherwise due exist. That includes responsibility for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Charities Commissions SORP. The board of trustees are also responsible for taking reasonable steps for the prevention and detection of fraud and other irregularities and providing reasonable assurance.

Financial risk

The Charity's unrestricted income is very sensitive to the delivery of the service provided in care industry and the external compliance that have to be met through the regulating body of the industry. We monitor these risks closely through the Board of Trustees, the Senior Management Team and the Finance Department. Cash flow risks are minimised by setting an appropriate reserves policy, including adequate levels of working capital, and close monitoring of the organisations funding flows from local authorities and private individual who use the service.

Reserve policy

Oasis's policy is to maintain general reserves to give financial stability to the charity and to finance its activities. General reserves exclude restricted funds and revaluation reserves which allow Oasis to achieve its aims by managing the risks it faces and to fund future work to achieve its aims.

This may include:(a) unexpected increase or decrease in funding streams or costs (b)the need to maintain a level of working capital required to meet cash flows needed (c) the need to maintain specific funds to meet unexpected one-off expenditure.

Currently our total reserves stand at £1,976,629 (2020: £1,705,371). After reviewing the charity's forecast and projection over the strategic planning period, and its reserves, the Trustees have reasonable expectation that the charity has adequate resources to continue in operation for the near future.

PLANS FOR FUTURE PERIODS

The objective of the Charity is to be recognised by service users, local authority commissioners and Care Quality Commission as a quality provider across the registered boroughs. The Charity is also Ofsted registered to enable them to deliver training. The Charity is focussing to expand on its training arm to exploit available public funding streams to offer profit making programmes of accredited training that will increase the overall skill and qualification levels of the workforce whilst recruiting new care staff that are motivated to learn and professionally develop.

Statement of trustees' responsibilities in relation to the financial statements

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities requires the charity trustees to prepare financial statements which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

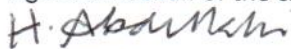
- * select suitable accounting policies and then apply them consistently;
- * observe the methods and principles in the Charities SORP;
- * make judgements and estimates that are reasonable and prudent;
- * state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- * prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. The Trustees are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure of information to auditor

So far as the trustees are aware, there is no relevant audit information of which the company's auditors are unaware and each trustee has taken all the steps that he or she ought to have taken as a trustee in order to make himself or herself aware of any relevant information and to establish that the company's auditors are aware of that information.

Signed on behalf of the charity's trustees



H.Y. Abdullahi

Trustee

26 January 2022

Independent Auditor's Report to the Trustees of Oasis Care & Training Agency

Opinion

We have audited the accounts of Oasis Care & Training Agency (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the Notes to the Accounts, 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 accounts:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021, and of its profit/loss 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 Charities Act 2011.

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 accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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 accounts is not appropriate; or
- the trustees have not disclosed in the accounts 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 accounts are authorised for issue.

Other information

The other information comprises the information included in the trustees' report and accounts, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the accounts; or
- sufficient accounting records have not been kept; or
- the accounts are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement found in the trustees' report, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

We have been appointed under section 145 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.


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

Use of this report

This report is made solely to the charity's trustees, as a body, in accordance Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

GPRS Professionals Ltd

GPRS PROFESSIONALS LTD, ACCOUNTANTS AND STATUTORY AUDITORS
Hastingwood Trading Estate
Unit G31
35 Harbet Road



Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

London

N18 3HT

26 January 2022

GPRS Professionals Ltd is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a charity under section 1212 of the Companies Act 2006."

Oasis Care & Training Agency
STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:				
Other trading activities		9,125,314	9,125,314	9,517,468
Investments		5,643	5,643	1,759
Other	3	7,291	7,291	839
Total		9,138,248	9,138,248	9,520,066
Expenditure on:				
Charitable activities		48,605	48,605	8,000
Other	4	8,989,299	8,989,299	9,341,151
Total		9,037,904	9,037,904	9,349,151
Net gains on investments		-	-	-
Net income	5	100,344	100,344	170,915
Net income before other gains/(losses)		100,344	100,344	170,915
Other gains and losses:				
Net movement in funds		100,344	100,344	170,915
Reconciliation of funds:				
Total funds brought forward		1,876,285	1,876,285	1,705,371
Total funds carried forward		1,976,629	1,976,629	1,876,286



Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2021

Charity No. 1044521

	2021	2020
	£	£
Fixed assets		
Tangible assets	7 1,704,013	1,749,831
	<u>1,704,013</u>	<u>1,749,831</u>
Current assets		
Debtors	8 1,077,948	1,727,377
Cash at bank and in hand	941,497	192,793
	<u>2,019,445</u>	<u>1,920,170</u>
Creditors: Amount falling due within one year	9 (707,530)	(706,405)
Net current assets	1,311,915	1,213,765
Total assets less current liabilities	3,015,928	2,963,596
Creditors: Amounts falling due after more than one year	10 (1,039,299)	(1,087,310)
Net assets excluding pension asset or liability	1,976,629	1,876,286
Total net assets	<u>1,976,629</u>	<u>1,876,286</u>
The funds of the charity		
Restricted funds	12	
Unrestricted funds	12	
General funds	1,976,629	1,876,286
	<u>1,976,629</u>	<u>1,876,286</u>
Reserves	12	
Total funds	<u>1,976,629</u>	<u>1,876,286</u>

Approved by the trustees on 26 January 2022

And signed on their behalf by:

H.Y. Abdullahi

Trustee

26 January 2022

Oasis Care & Training Agency
STATEMENT OF CASH FLOWS

for the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	100,344	170,915
Adjustments for:		
Depreciation of property, plant and equipment	52,155	54,842
Dividends, interest and rents from investments	(12,934)	(2,598)
Decrease/(Increase) in trade and other receivables	649,429	(478,340)
Increase in trade and other payables	1,125	340,339
Net cash provided by operating activities	<u>790,119</u>	<u>85,158</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(6,337)	(1,758,028)
Dividends, interest and rents from investments	12,934	2,598
Net cash from/(used in) investing activities	<u>6,597</u>	<u>(1,755,430)</u>
Cash flows from financing activities		
Repayment of borrowings	(48,012)	1,163,108
Net cash (used in)/from financing activities	<u>(48,012)</u>	<u>1,163,108</u>
Net increase/(decrease) in cash and cash equivalents	748,704	(507,164)
Cash and cash equivalents at the beginning of the year	192,793	699,957
Cash and cash equivalents at the end of the year	<u>941,497</u>	<u>192,793</u>
Components of cash and cash equivalents		
Cash and bank balances	941,497	192,793
	<u>941,497</u>	<u>192,793</u>

for the year ended 31 March 2021

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.

Designated funds These are unrestricted funds earmarked by the trustees for particular purposes.

Revaluation funds These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.

Restricted funds These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.

Income with related expenditure Where income has related expenditure the income and related expenditure is reported gross in the SoFA.

Donations and legacies Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.

Tax reclaims on donations and gifts Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.

Donated services and facilities These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.

Volunteer help The value of any volunteer help received is not included in the accounts.

Investment income This is included in the accounts when receivable.

Gains/(losses) on revaluation of fixed assets This includes any gain or loss resulting from revaluing investments to market value at the end of the year.

Gains/(losses) on investment assets This includes any gain or loss on the sale of investments.

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Income- Other trading activities

The charity Income is income from other trading activities. Other trading activities are composed of domiciliary care income and training income. The charity income is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Equal opportunities

The charity is governed by the equality act 2010, which makes it unlawful to discriminate directly or indirectly in recruitment or employment because of protected characteristics. The protected characteristics are composed of age, disability, gender, race, religious beliefs and pregnancy.

Going concern

After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence and meet their liabilities as they fall due for the foreseeable future, being a period of at least twelve months from the date these financial statements were approved. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received, excluding discounts, rebates, value added tax and other sales taxes.

Taxation

The charity is exempt from tax on its charitable activities.

Tangible fixed assets and depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Freehold property	2% straight line
Plant & machinery	20% straight line
Furniture , fittings and equipment	20% straight line

Freehold investment property

Investment properties are revalued annually and any surplus or deficit is dealt with through the Statement of Financial Activities. No depreciation is provided in respect of investment properties.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity 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.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the charity pays fixed contributions into a separate entity. Once the contributions have been paid the charity has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the charity in independently administered funds.

2 Statement of Financial Activities - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Income and endowments from:		
Other trading activities	9,517,468	9,517,468
Investments	1,759	1,759
Other	839	839
Total	<u>9,520,066</u>	<u>9,520,066</u>
Expenditure on:		
Charitable activities	8,000	8,000
Other	9,341,151	9,341,151
Total	<u>9,349,151</u>	<u>9,349,151</u>
Net income	<u>170,915</u>	<u>170,915</u>
Net income before other gains/(losses)	170,915	170,915
Other gains and losses:		
Net movement in funds	<u>170,915</u>	<u>170,915</u>
Reconciliation of funds:		
Total funds brought forward	1,705,371	1,705,371
Total funds carried forward	<u>1,876,286</u>	<u>1,876,286</u>

3 Other income

	Unrestricted £	Total 2021 £	Total 2020 £
Other interest received	7,291	7,291	839
	<u>7,291</u>	<u>7,291</u>	<u>839</u>

4 Other expenditure

	Unrestricted	Total	Total
		2021	2020
	£	£	£
Bank loan and overdraft interest payable	27,787	27,787	27,851
Employee costs	8,198,447	8,198,447	8,673,841
Motor and travel costs	12,307	12,307	8,563
Premises costs	292,407	292,407	225,789
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	52,155	52,155	54,842
General administrative costs	369,424	369,424	297,335
Legal and professional costs	36,772	36,772	52,930
	<u>8,989,299</u>	<u>8,989,299</u>	<u>9,341,151</u>
5 Net income before transfers			
	2021		2020
This is stated after charging:	£		£
Depreciation of owned fixed assets	52,155		54,842
6 Staff costs			
Salaries and wages	4,885,198		5,515,702
Social security costs	151,094		154,087
Pension costs	88,617		99,120
	<u>5,124,909</u>		<u>5,768,909</u>

The executive director received emoluments in excess of £60,000.

The average monthly number of full time equivalent employees during the year was as follows:

	2021	2020
	Number	Number
Management	9	9
Administration	36	41
Care staff	450	450
	<u>495</u>	<u>500</u>

7 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture, fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2020	1,748,218	121,323	5,451	1,874,992
Additions	-	6,337	-	6,337
At 31 March 2021	<u>1,748,218</u>	<u>127,660</u>	<u>5,451</u>	<u>1,881,329</u>
Depreciation and impairment				
At 1 April 2020	34,964	85,853	4,344	125,161
Depreciation charge for the year	34,964	16,426	765	52,155
At 31 March 2021	<u>69,928</u>	<u>102,279</u>	<u>5,109</u>	<u>177,316</u>
Net book values				
At 31 March 2021	<u>1,678,290</u>	<u>25,381</u>	<u>342</u>	<u>1,704,013</u>
At 31 March 2020	<u>1,713,254</u>	<u>35,470</u>	<u>1,107</u>	<u>1,749,831</u>

8 Debtors

	2021	2020
	£	£
Trade debtors	801,021	1,097,702
Other debtors	38,607	205,484
Prepayments and accrued income	238,320	424,191
	<u>1,077,948</u>	<u>1,727,377</u>

9 Creditors:

amounts falling due within one year

	2021	2020
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	38,948	28,526
Other taxes and social security	37,572	51,317
Other creditors	539,011	536,764
Accruals and deferred income	16,201	14,000
	<u>707,530</u>	<u>706,405</u>

10 Creditors:

amounts falling due after more than one year

	2021	2020
	£	£
Bank loans and overdrafts	1,039,299	1,087,310
	<u>1,039,299</u>	<u>1,087,310</u>

11 Secured debts

The loan of £1,115,096 (2020: £1,163,107) from Unity Trust Bank was secured against a first legal charge over the freehold property situated at 16 Freeman Way, Emerson Park, Hornchurch, Essex RM11 3PH. The loan is repayable within 10 years but it can be extended up to 20 years.

12 Movement in funds

	At 1 April 2020	Incoming resources (including other gains/losses) £	Resources expended £	At 31 March 2021 £
Restricted funds:				
Unrestricted funds:				
General funds	1,876,285	9,138,248	(9,037,904)	1,976,629
Revaluation Reserves:				
Total funds	<u>1,876,285</u>	<u>9,138,248</u>	<u>(9,037,904)</u>	<u>1,976,629</u>

13 Analysis of net assets between funds

	Unrestricted funds £	Total £
Fixed assets	1,704,013	1,704,013
Net current assets	1,311,915	1,311,915
Creditors due in more than one year and provisions	(1,039,299)	(1,039,299)
	<u>1,976,629</u>	<u>1,976,629</u>

14 Commitments

Operating lease commitments

Annual commitments under non-cancellable operating leases are as follows:

	2021	2021	2020	2020
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases with expiry date:				
In the second to fifth years inclusive	69,000	-	69,000	-
	<u>69,000</u>	<u>-</u>	<u>69,000</u>	<u>-</u>

Pension commitments

There were 229 (2020: 264) staff members enrolled on the Islamic Pension Trust operated by Carrey Pension Trustees UK for both years. The staff contributions on the pension scheme ranged from 4% to 5% (2020: 4% to 5%)

	2021	2020
	£	£
The pension cost charge to the charity amounted to:	<u>88,617</u>	<u>99,120</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>56,759</u>	<u>67,876</u>

15 JRS Grant

Included in domiciliary care income is £538,106 relating to CJRS Grant.

16 Income from supported living

Included in domiciliary care income is £162,117 (2020: £124,800) relating to supporting living.

17 Financial instruments

Financial Instruments

The Charity has elected to apply Sections 11 and 12 of FRS 102 in respect of financial instruments. Financial assets and financial liabilities are recognised when the company becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Financial assets

Basic financial assets, including trade and other debtors, cash and bank balances, intercompany and/ or organisation working capital balances, and intercompany financing are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Such assets are subsequently carried at amortised cost using the effective interest method, less any impairment.

Financial liabilities

Basic financial liabilities, including trade and other creditors, bank loans, loans from fellow companies and/or organisations and preference shares where applicable that are classified as debt, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Financing transactions are those in which payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Impairment of financial assets

Financial assets measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the profit and loss account.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between the asset's carrying amount and the best estimate of the amount the company and/or organisation would receive for the asset if it were to be sold at the reporting date.


For financial assets measured at amortised cost, the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If the financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract. If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

18 Contingent liabilities

There are no contingent liabilities to be disclosed in the financial statements.

19 Capital commitments

There are no capital commitments to be disclosed in the financial statements.



Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

20 Post balance sheet events

There are no post balance sheet events at the year end.

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 March 2021

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income and endowments from:			
Other trading activities			
Domiciliary care	8,956,633	8,956,633	9,340,080
Training income	168,681	168,681	177,388
	<u>9,125,314</u>	<u>9,125,314</u>	<u>9,517,468</u>
Investments			
Deposit account interest	5,643	5,643	1,759
	<u>5,643</u>	<u>5,643</u>	<u>1,759</u>
Other			
Other interest received	7,291	7,291	839
	<u>7,291</u>	<u>7,291</u>	<u>839</u>
Total income and endowments	9,138,248	9,138,248	9,520,066
Expenditure on:			
Charitable activities			
Donations	48,605	48,605	8,000
	<u>48,605</u>	<u>48,605</u>	<u>8,000</u>
Total of expenditure on charitable activities	48,605	48,605	8,000
Other expenditure			
Bank loan and overdraft interest payable	27,787	27,787	27,851
	<u>27,787</u>	<u>27,787</u>	<u>27,851</u>
Employee costs			
Salaries/wages	4,885,198	4,885,198	5,515,702
Employer's NIC	151,094	151,094	154,087
Pension costs	88,617	88,617	99,120
Staff training	57,780	57,780	68,043
Temporary staff	9,425	9,425	16,152
Subcontractors	3,006,333	3,006,333	2,820,737
	<u>8,198,447</u>	<u>8,198,447</u>	<u>8,673,841</u>
Motor and travel costs			
Travel and subsistence	12,307	12,307	8,563
	<u>12,307</u>	<u>12,307</u>	<u>8,563</u>
Premises costs			
Rent	98,585	98,585	119,951
Rates	12,742	12,742	8,148
Light, heat and power	8,778	8,778	14,673
Premises cleaning	137,308	137,308	42,167

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Premises repairs and maintenance	34,994	34,994	40,850
	<u>292,407</u>	<u>292,407</u>	<u>225,789</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,426	16,426	18,788
Depreciation of Furniture, fittings and equipment	765	765	1,090
Bank charges	23,465	23,465	53,613
General insurances	34,835	34,835	13,827
Software, IT support and related costs	82,949	82,949	76,199
Stationery and printing	33,768	33,768	35,336
Subscriptions	59,534	59,534	21,527
Sundry expenses	85,315	85,315	29,066
Telephone, fax and broadband	46,608	46,608	64,114
Administrative expenses	2,566	2,566	2,758
Advertising	384	384	895
	<u>421,579</u>	<u>421,579</u>	<u>352,177</u>
Legal and professional costs			
Audit/Independent examination fees	8,200	8,200	8,000
Consultancy fees	28,496	28,496	42,854
Other legal and professional costs	76	76	2,076
	<u>36,772</u>	<u>36,772</u>	<u>52,930</u>
Total of expenditure of other costs	<u>8,989,299</u>	<u>8,989,299</u>	<u>9,341,151</u>
Total expenditure	9,037,904	9,037,904	9,349,151
Net gains on investments	-	-	-
Net income	<u>100,344</u>	<u>100,344</u>	<u>170,915</u>
Net income before other gains/(losses)	100,344	100,344	170,915
Other Gains	-	-	-
Net movement in funds	<u>100,344</u>	<u>100,344</u>	<u>170,915</u>