

OASIS Care & Training Agency

Annual Report 2022

Including

Audited Accounts for the period

April 2021 to March 2022



OASIS Care & Training Agency – Annual Report 2022

For the period April 2021 to March 2022

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Registered Address: 24 – 32 Murdock Street, London, SE15 1LW

Phone: 020 763 96192

Website: www.oasiscareandtraining.org.uk

Charity Registration No: 1044521

OASIS Care & Training Agency – Annual Report 2022

Our Strategy

Our Aim

When circumstances make people vulnerable, 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 Mission

“Our vision is to be recognised as a leading provider of community care services and vocational training 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.”

Our Objectives

Objective 1 - Developing Our Approach to Delivery of Outstanding Quality Services

Seeking to improve services by learning from other Service Users, Learners and external inspections so we can work towards becoming an outstanding provider of care, training and community support.

Objective 2: Involving Service Users in the Design and Delivery of our Services

Exploring different ways of involving service users in the delivery of our services and providing opportunities for influencing our operation and quality goals.

Objective 3: Transforming the Services We Deliver

Developing a wider footprint in the communities we deliver services to include opportunities for increasing social inclusion, employability, independence and quality of life.

Objective 4: Maintaining Our Financial Sustainability

Achieving an appropriate balance between quality provision of services and financial viability to offer value, safety and reliability to the people we care and support.

Objective 5: Developing our Workforce

Seeking to actively develop and engage with our workforce by providing opportunities for learning and continuous professional development that will contribute towards the supporting our quality improvement goals.



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Management Structure

Charity Name: Oasis Care & Training Agency
Charity registration number: 1044521
Registered Office and operational address:
24 – 32 Murdoch Street
London
SE15 1LW

Board of Trustees

Hussain Abdullahi - Chair
Sabah Yusuf
Abdillahi Hussein
Abdullah Ismail

Executive Director

Mohamed Yusuf

Senior Management Team

Rashid Abdullah – Deputy Manager
Mohamud Ileye – Head of Financial Management
Nassir Ismail – Senior Accountant
Mohamud Ahmed – Head of Care Services
Alfred Grezaj – Director of Vocational Training
Khalid Khalil – Registered Care Manager
Gordon Bentley – Business Adviser
Steve Lawrence - Consultant

Auditors - Allen Robyn & Associates Limited

Bankers - HSBC Croydon Central Branch



Our Board of Trustees have the overall legal responsibility for OASIS Care & Training Agency as a UK registered charity.

Collectively the Board of Trustees take key policy decisions at formal board meetings, led by our elected Chair, delegating day to day and operational matters to our Executive Director.

The Executive Director is operationally supported through our Senior Management Team who regularly meet to report on performance, development and quality issues.

Each Head of Department leads a staff team responsible for specific operational areas. Our Business Team acts cross-functionally in a marketing and development role, including procurement of new public sector contracts.

Departmental teams are made up of, staff members who perform specific job roles, with everyone working toward achieving goals outlined in our mission. Statement and business plan objectives

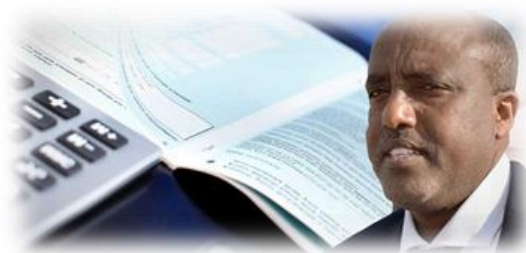
Departmental Teams for Social Care, Training and Community Support focus on our service delivery.

Whilst the Finance, and Quality Assurance Team perform cross-functionally to support other Departmental Teams and the Executive Director.

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Chairmans report

by Hussein Abdullahi



Our Board acknowledges the enormous strain that the pandemic, now in its third year, has and continues to place on our operation and care workforce, but also our support and leadership teams. Working every day under the threat of further outbreaks, constrained by on-going requirements to work in PPE and challenged by workforce shortages across the whole social sector, our staff have delivered empathetic and quality care to our service users, and we thank them sincerely for their professionalism. The financial year for 2022 has been a year of significant change for the Social Care sector, as Government implements a comprehensive reform program. Key aspects of this program have been announced but are yet to be delivered. The sector still awaits details of the impact these reforms will eventually have on the quality of care delivered.

Today, we are rapidly evolving our operating protocols for the new “COVID normal” business environment. We expect to be in this dynamic state for some time, adapting us accepting referral protocols, visiting arrangements, the use of PPE as the incidence of community infection varies, and we gain greater knowledge and experience in managing COVID in an open economy free of lock downs. Vaccination is the big differentiator in the way in which we will manage COVID-19. All our active staff are vaccinated.

Like so many other organisations across the nation, we faced ongoing workforce challenges this year. We implemented new recruitment strategies and rostering efficiencies and with the promise of increased government funding, we hope to see improved pay and conditions for social care workers, so we can attract and retain a skilled and sustainable workforce.

This past year saw a determined focus on improving Oasis’s training department financial performance. These and many other accomplishments in 2021-22 connect directly to the passionate and talented employees who embody our OASIS culture. We thank them for their deep commitment to our purpose and their ability to rise to every challenge and opportunity. They are the life force of OASIS and we’re immensely proud of their dedication. I also want to thank our business advisor Gordon Bentley and Steve Lawrence our training department advisor for contributing their business expertise and industry knowledge.

I would like to thank my fellow board members for their heavier than usual workload during the year and the energy, enthusiasm, professionalism, and dedication they have shown throughout the 2021-2022 period. Individually and collectively, their guidance to both SMT and myself has been invaluable. To our CEO, Mohamed Yusuf and his senior staff, our thanks for delivering such great outcomes for our service users, learners, staff, and Senior Management Team (SMT).

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Executive Directors' Strategic Review

By Mohamed Yusuf

The past 12 months have been yet another challenging year for service providers in general and health and social care providers in particular. We have witnessed vulnerable people in our society being isolated and detached from their communities, businesses going under and the country's economy facing the most significant and unpredictable challenges in a generation.

First and foremost, I would like to acknowledge the extraordinary dedication of colleagues who worked tirelessly to support our service users and families as well as each other through some immensely challenging periods. We are also incredibly grateful to contracted local authorities, our service users and their families who worked in partnership with us, showing great patience and support as we collectively navigated our way through the pandemic.

The impact of the Pandemic across all sectors of service provisions have brought about changes we've never seen before, and the socio - economic impact remains one of the biggest challenges many businesses and communities have ever faced.

Driven by external forces such as the pandemic, the cost-of-living crisis, and the war in Ukraine, we have seen a fundamental transformation across society, business and government that has challenged how we think, act and operate.

Through all of these challenges, we have not moved from our core aims of improving our service provision by incorporating feedback from service users into our service delivery and focusing on areas where we feel we can make a difference. We aim to keep our ear to the ground to feedback what matters to our service users with more face-to-face opportunities such as regular outreach visits, events and reviews.

Despite these challenges, however, 2021/2022 was yet another year of continued expansion of OASIS service provisions across all London Boroughs and surrounding counties. This expansion was generally driven by organic growth through existing local authority contracts as well as new contracts in other areas of London. We have seen a steady increase for our traditional as well as hospital discharge reablement services intended to support individuals to attain higher level of independence in the community they live in. The key objective of our social care service provision is to continue offering personalised, safe and user centred services that give individuals, their families and representatives the choice, independence and a greater say in how services are designed and delivered.

Mohamed Yusuf
Executive Director



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Next year, we anticipate other pressures, including the growing community need for our services, the national social care staff shortage and increasing cost of living crises. We know from the past few years' experiences that we have the skilled teams, and committed management support, to further develop our social care services, accredited training facilities and technology to reach more vulnerable individuals and families. Our goal is to continue to do this, as efficiently as we can, ensuring that we remain financially sustainable.

Training:

As the pandemic eased and we returned to class-based lessons, OASIS Training team understand the importance of staff training and development in both new and ongoing upskilling as a key factor in the delivery of quality services. With the award of two-year GLA contract the revenue for this department increase over 40% in the last 12 months. Oasis Training is in a good position for further growth next year as we secure more contracts and deliver funded accredited training programmes for our staff as well as unemployed members of the communities, we serve through Job Centre Plus.

We continue to invest in our staff development through accredited as well as non-accredited training programmes that are intended to enhance staff progression and retention. Our vocational qualifications are accredited by national awarding bodies, and we continue to provide staff training and support through eLearning and other internet-based platforms introducing reduced class sizes and the creation of COVID secure environment equipped with all the necessary cleaning regimes.

OASIS Training has secured further contracts for 2022/2023 delivery and the expected revenue generated will bring the department closer to its 10% target of the overall organisation revenue set by Management.

Workforce Solutions:

Oasis Workforce Solutions was set up towards the end of 2021 with the intention of supplying qualified security guards and bus drivers to industries outside of the Health and Social care sector. The project currently supplies temporary bus drivers in Bath, Cardiff, Newport, Bristol, Oxford, High Wycombe, London, and East Anglia. We are also expanding services to areas like security guards, construction workers and cleaners.

To deliver effective driver training Oasis Workforce Solutions, provide the opportunity to acquire a wide range of skills and knowledge through our nationally recognised training Centre.



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All drivers are given induction training that covers the following areas.

- Health and Safety
- Customer service
- Driving Standards
- Highway code
- First Aid

Transport sector is currently struggling with shortage of qualified staff across the country, which often has a detrimental effect on service delivery as companies struggle to attract new staff. Oasis Workforce Solutions, due to its unique and long-standing ties in the community, has over a short period of time established itself as a credible supplier of drivers across a larger geographical area offering viable and responsive service.

All these achievements would not have been possible without the sound guidance of our Board of Trustees and the dedication of our staff and I am grateful to you all.



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Financial Summary Report by Mohamoud Ileye – Director of Finance

Performance

For the 2021/22 financial year Oasis Care and Training is reporting an operating surplus of £297,360 (3.13% of income), comparing favourably to the prior year's operating surplus of £100,344 and to the £109,375 forecasted for the year.

In a context of financial and operational uncertainty, this is highly encouraging and indicative of the underlying strength of Oasis Care and Training Agency (OASIS) and the robust way in which the organisation has navigated its way through the pandemic.

The impact of covid 19 however has remained a significant factor in achieving these results and the OASIS does not expect to reproduce this level of financial performance year on year, at least in the short term, once normal operating conditions return.

Impact of Covid 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

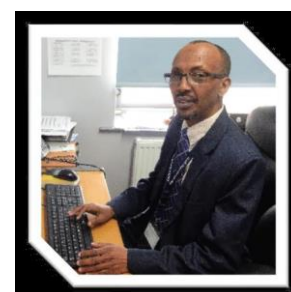
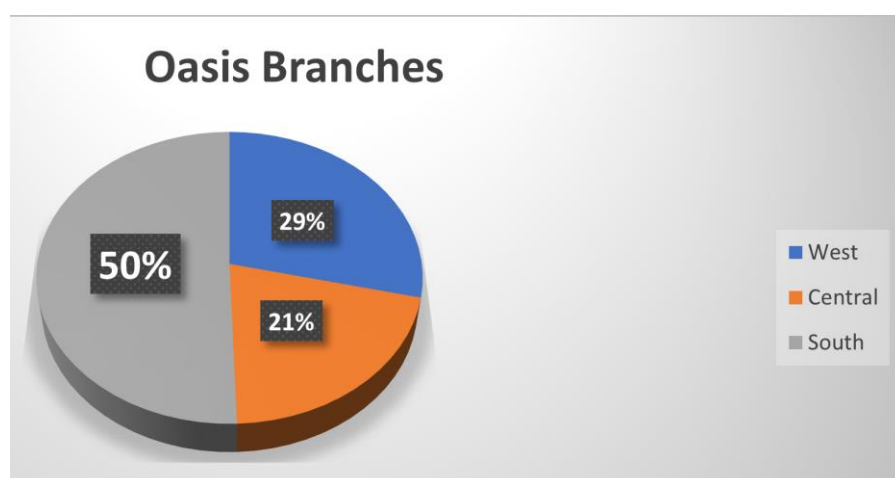
Ongoing disruption to domiciliary care and reduced service in the first half of the financial year (April 2021 to September 2021) has limited potential revenue budgeted of £9,993,903 (Actual: £9,491,876). This was 5.02% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

Surplus allocation

As with previous years, and in line with the principles underpinning our OASIS financial strategy, the surplus generated in 2020/21 will be used wholly to sustain investment in infrastructure and the charities objective's, support the organisations operations, enhance the end service user experience and enable delivery of the organisation objective mission.

Oasis Care Branches

During the financial year 2021-2022, OASIS revenue has mainly been derived from the care element of the organisation (97.50%). OASIS has three different branches (Oasis South, Oasis West and Oasis Central) and below shows how revenue has been distributed between the branches for 2021-2022.



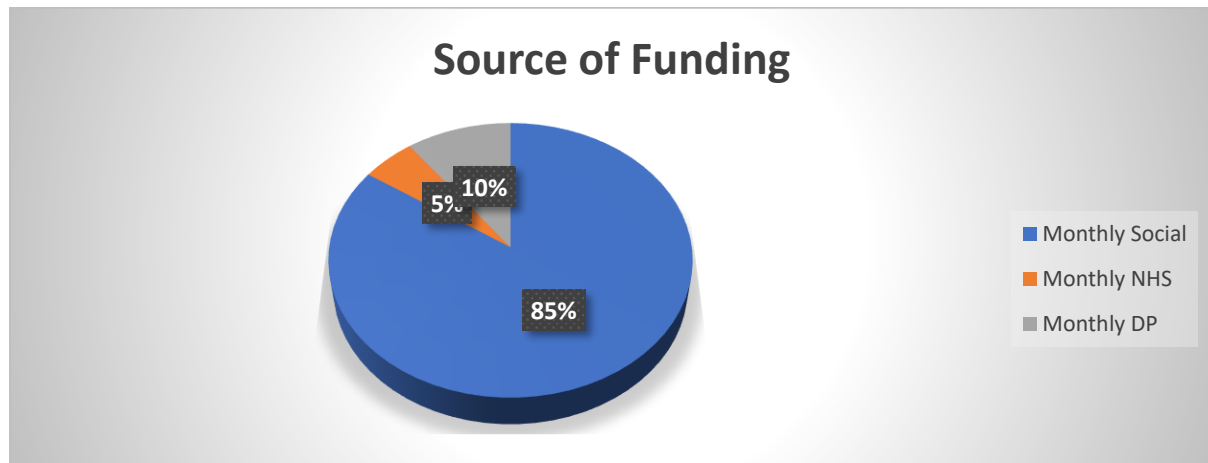
Mohamoud Ileye
Director of Finance

For 2022-2023, Management is targeting Oasis West and Oasis Central and anticipating income to be more even distributed and minimise the risk of reliance on any branch.

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Type Of Revenue (Care)

Oasis Care main income is sourced from local authorities in London and accounts for 85% of care revenue. The rest of care income is made up from NHS and private individual service users



Management is looking to secure a more balanced income streams with more emphasis on NHS and Private service users.

Training Income 2021-2022

OASIS Training element has seen an increase of 41.03% from £168,681 to £237,887. This increase has been fundamentally down to 2-year contract secured from Greater London Authority (GLA) for the academic years of 2021-2022 and 2022-2023. The two-year budget is worth £296,678 each year and the first academic year has been met by the training department with an over delivery of £83,143 (Overall Budget spent: £379,821). With budget for 2022-2023, the training arm is hoping to deliver second year's budget of £296,678 and overall, the contract looks set to closer to £800,000.

For 2022-2023, The training arm have secured two more main contracts, Apprenticeships (Main provider and Levy) and Skills Bootcamp contract. This will be delivered in line with GLA contract, and it is anticipated the training revenue will be over £900,000 for 2022-2023. This will take the training arm closer to 10% target set by OASIS Management.

Operating Expenditure

2021-2023, overall expenditure has seen an increase of 1.73% to £9,194,516 (2020-2021: £9,037,904). This against the break drop of revenue increase of 3.87% (From £9,138,248 to £9,491,876) shows strategic objectives of the organisation is being met by the OASIS against a highly competitive environment.



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Social Care Quality Assurance & Compliance – by Mohamoud Ahmed

Quality assurance staff is now an integral part of the Care Team and is tasked to carry out quality checks of service provisions as well the internal audits of care-workers and service users' files, analyses feedbacks from services users and their families and update care policies and procedures accordingly. The overall aim is that the care services to be compliant with CQC's five standards: Safe, Caring, Responsive, Effective and Well-led.

Quality assurance staff put in place, in collaboration with care managers, the quality monitoring cycle such as risk assessments, quarterly service users' feedback, spot checks and annual surveys; then assists the care managers of analysing the findings and acting upon them accordingly.

The quality assurance staff carries out regular internal audits of service users and Care-workers' files following an agreed procedure and sharing findings of non-compliances and quality issues with care managers and head of the departments; then all necessary corrective actions agreed within the team and deadlines for addressing the issues raised.

Quality assurance staff carries regular sample checks of the returns from the field, that is to say, care notes, Medical Administration Records (MAR) sheets/e-Mars and cash transaction sheets. Then gaps and errors, if any, identified are communicated to care managers to act upon such training staff and care-workers concerned. Recommendations were made to care managers to prompt checks and correct care-workers as required.

This year the quality assurance staff has been working closely with Electronic Call Monitoring (ECM) team. The aim of ECM include: real time monitoring of care visits, complete electronic management of care planning and delivery, care notes, forms, e-MAR and more. This enabled Oasis Care reducing the use of paper to improve efficiency and quality and spend more time with clients.

The staff also carried out targeted samples telephone surveys and most of the feedbacks were positive, however we found there some punctualities issues to be addressed. The Care Team addressed these issues and improvements were made by revisiting planned visit times and travel times in collaboration with the ECM team.

This year the quality assurance staff implemented, with the guidance of the Oasis CEO Mr. Yusuf, the Data Security and Protection Toolkit (DSPT) as CQC requires; and also worked with HR Team in regard the compliance of care-workers files and reviewed care-workers job application forms and a result of these firms have been updated.

The complaints received from service users and their families as well from health and social care professionals were addressed following Oasis Care's complaints policy and procedures. Complaints and compliments received are used as the indicators of what was going well and the areas that need improvements.



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Social Care Provision Report for 2021/2022 – by Khalid Khalil

Relocations

In 2022 we have relocated our two locations to the West and Central branches to enable strategic delivery of care and training. We cover a large geographical area across London and we have now set up these two locations with long-term leases securing our business over the next 10 years.

Central London

**Unit 36 The Studios,
10 Hornsey Street
London
N7 8EL**

During the second quarter, our Central Branch relocated to Islington, agreeing on a 10-year lease. The new location includes meeting and conference facilities, as well as a training room and private parking spaces.



The location is within walking distance of Holloway Road, Highbury & Islington, and Caledonian Road underground stations, with several buses available nearby. The location has good transport links to Barnet, Camden, Enfield, Haringey, Islington, and Westminster.

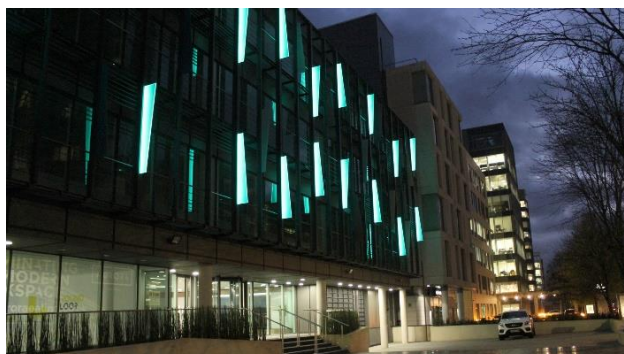
Over the past year, twelve care workers have completed their Level 2 Awards and have now been enrolled in level 3 Health and Social Care.

West London Branch

Towards the end of the year, OASIS West Branch had to relocate to a new location, as their existing offices had been completely taken over by Talk TV, due to their rapid expansion.

The new office includes 24-hour access, a self-contained training room, a recruitment area, as well as conference and meeting rooms. Oasis staff can also use hot-desking for up to ten people. The location has seen approximately 50% increase in business since our last inspection close to two years ago and is currently delivering around (4000) hours a week.

**Ground Floor Aurora House
71-75 Uxbridge Road
Ealing Broadway
W5 5SL**



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Continued- Social Care Provision Report for 2021/2022

HAS System

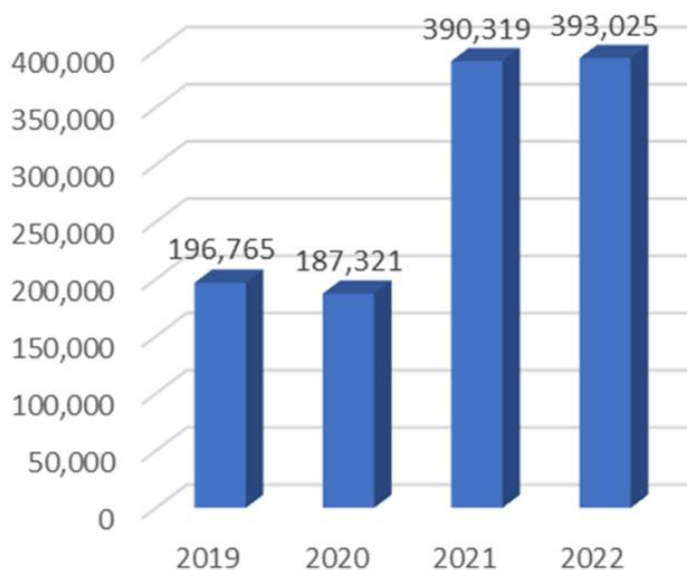
This year, we began the switch from Contact Sheets and PASS System care logs onto one common system for all our ongoing service users. Our switch to HAS Technology has provided us with the ability to monitor all visits and medication compliance in real-time on one system. We now have greater capability to respond to any urgent issues that may arise during visits. We can now run detailed reports on several fields that will be useful when marketing our services about our achievements when tendering. The reports will also enable us to increase efficiency and make sure that we operate with continues improvement in our delivery of care.

Electronic Call Monitoring

In 2022, we have expanded our Electronic Call Monitoring Team, who currently monitor MAR Charts and live Visit Logs, with a view to expanding to areas of business development in 2023, such as accepting of packages, allocations and carrying out telephone surveys.



Khalid Khalil
Registered Care
Manager



Total number of compliant visits 2022

Continuity of care

Oasis have delivered 427414 visits using our Electronic Call Monitoring system CM2000 and, on average, in all those calls we have used 1 care worker for every 111 visits. This means that, on average, every Oasis Care service user can expect to have the same care worker over a two-month period. This gives us the edge in delivering continuity of care for our service users.

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Public Funding Training Provision

It has been another, busy and rewarding year for the training department. We managed to successfully over deliver by 35% on our GLA AEB contract and 100% deliver on our Sub-contract with TCHC.

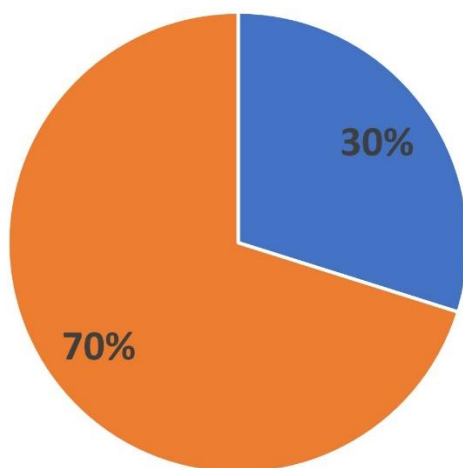
We have also secure new Skills Bootcamp contract for 22/23 with GLA worth £240,000 as well as successfully retain our ROATP register and become main Training provider for Apprenticeship.

For the period of 21/22 Academic year, we have successfully claimed £374,000 GLA AEB delivery and £40,000 via TCHC as a subcontractor.

22/23 Academic year looks promising and we plan to deliver between £500,000 to £700,000 of funding contracts through Apprenticeships, AEB and Skills Bootcamp.

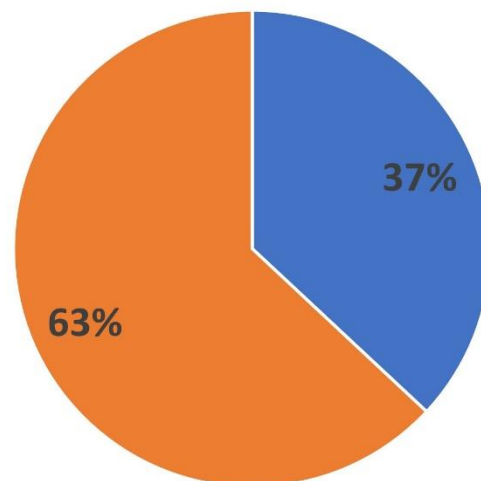
For 21/22 period, we supported 422 learners in 29 different qualifications, varying from entry level all the way to level 3. (please see enclosed data).

Gender Breakdown



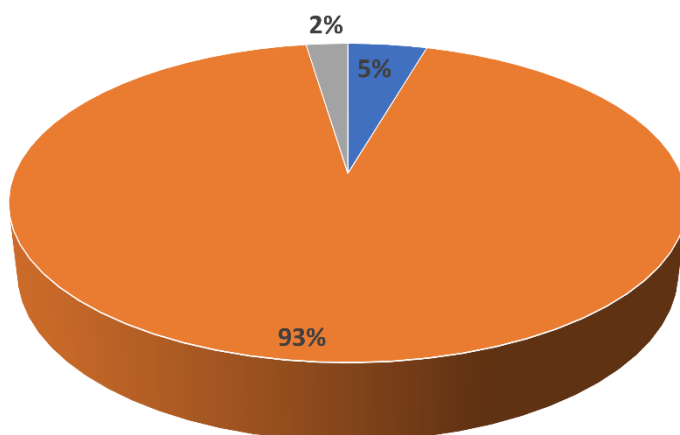
■ Males ■ Females

Employment Status



■ Employed ■ Unemployed

Achievement Rate



■ Withdarwals ■ Achieved ■ In Training



AUDITED ACCOUNTS

2021 - 2022

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2022

Oasis Care & Training Agency
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The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2022.

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 Accountants 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.”

COVID 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

Ongoing disruption to domiciliary care and reduced service for the financial year 31st March 2022 has limited potential revenue budgeted of £10M(Actual: £9.5M). This was 5.09% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

BREXIT

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

UKRAINE WAR

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2022 and using around 11,000 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 increased from £9.1M in 2021 to £9.5M in 2022 which was an increase of around 4% compared to 2021. Similarly, the net income increased from £100K in 2021 to £297K in 2022 which is a increase of around 196% compared to 2021. The increase in gross income had a direct impact on the increase 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 £2,273,989 (2021: £1,976,629). 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.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

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 which 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.

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.

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.

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 make use of 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).

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

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. Abdullahi

H.Y. Abdullahi

Trustee

23 January 2023

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 2022 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 2022 ,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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, national or international misrepresentations, or through collusion. The extent to which our procedures can detect irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

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.

Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

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 Limited Accountants and Statutory Auditors
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT
23 January 2023

GPRS Professionals Limited 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 2022

	Notes	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Charitable activities	3	7,573	7,573	-
Other trading activities		9,478,974	9,478,974	9,125,314
Investments		5,143	5,143	5,643
Other	4	186	186	7,291
Total		9,491,876	9,491,876	9,138,248
Expenditure on:				
Charitable activities		1,500	1,500	48,605
Other	5	9,193,016	9,193,016	8,989,299
Total		9,194,516	9,194,516	9,037,904
Net gains on investments		-	-	-
Net income	6	297,360	297,360	100,344
Net income before other gains/(losses)		297,360	297,360	100,344
Other gains and losses:				
Net movement in funds		297,360	297,360	100,344
Reconciliation of funds:				
Total funds brought forward		1,976,629	1,976,629	1,876,285
Total funds carried forward		2,273,989	2,273,989	1,976,629

Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2022

Charity No. 1044521

	2022	2021
	£	£
Fixed assets		
Tangible assets	8 1,668,514	1,704,013
Investments	9 300	-
	<u>1,668,814</u>	<u>1,704,013</u>
Current assets		
Debtors	10 2,499,594	1,077,948
Cash at bank and in hand	77,408	941,497
	<u>2,577,002</u>	<u>2,019,445</u>
Creditors: Amount falling due within one year	11 (980,379)	(707,530)
Net current assets	1,596,623	1,311,915
Total assets less current liabilities	3,265,437	3,015,928
Creditors: Amounts falling due after more than one year	12 (991,448)	(1,039,299)
Net assets excluding pension asset or liability	<u>2,273,989</u>	<u>1,976,629</u>
Total net assets	<u>2,273,989</u>	<u>1,976,629</u>
 The funds of the charity		
Restricted funds	13	
Unrestricted funds	13	
General funds	2,273,989	1,976,629
	<u>2,273,989</u>	<u>1,976,629</u>
 Reserves	13	
	<u>2,273,989</u>	<u>1,976,629</u>
Total funds	<u>2,273,989</u>	<u>1,976,629</u>

Approved by the trustees on 23 January 2023

And signed on their behalf by:

H. Abdullahi

H.Y. Abdullahi
Trustee
23 January 2023

Oasis Care & Training Agency

STATEMENT OF CASH FLOWS

for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	297,360	100,344
Adjustments for:		
Depreciation of property, plant and equipment	51,722	52,155
Dividends, interest and rents from investments	(5,329)	(12,934)
(Increase)/Decrease in trade and other receivables	(1,421,645)	649,429
Increase in trade and other payables	272,849	1,125
Net cash (used in)/provided by operating activities	<u>(805,043)</u>	<u>790,119</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(16,224)	(6,337)
Purchases of investments	(300)	-
Dividends, interest and rents from investments	5,329	12,934
Net cash (used in)/from investing activities	<u>(11,195)</u>	<u>6,597</u>
Cash flows from financing activities		
Repayment of borrowings	(47,851)	(48,012)
Net cash used in financing activities	<u>(47,851)</u>	<u>(48,012)</u>
Net (decrease)/increase in cash and cash equivalents	(864,089)	748,704
Cash and cash equivalents at the beginning of the year	941,497	192,793
Cash and cash equivalents at the end of the year	<u>77,408</u>	<u>941,497</u>
Components of cash and cash equivalents		
Cash and bank balances	77,408	941,497
	<u>77,408</u>	<u>941,497</u>

for the year ended 31 March 2022

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.

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

Designated funds

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.

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.

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 2021 £	Total funds 2021 £
Income and endowments from:		
Other trading activities	9,125,314	9,125,314
Investments	5,643	5,643
Other	7,291	7,291
Total	<u>9,138,248</u>	<u>9,138,248</u>
Expenditure on:		
Charitable activities	48,605	48,605
Other	8,989,299	8,989,299
Total	<u>9,037,904</u>	<u>9,037,904</u>
Net income	<u>100,344</u>	<u>100,344</u>
Net income before other gains/(losses)	100,344	100,344
Other gains and losses:		
Net movement in funds	<u>100,344</u>	<u>100,344</u>
Reconciliation of funds:		
Total funds brought forward	1,876,285	1,876,285
Total funds carried forward	<u><u>1,976,629</u></u>	<u><u>1,976,629</u></u>

3 Income from charitable activities

	Unrestricted	Total 2022	Total 2021
	£	£	£
	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>

4 Other income

	Unrestricted	Total 2022	Total 2021
	£	£	£
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>

5 Other expenditure

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank loan and overdraft interest payable	27,577	27,577	27,787
Employee costs	8,482,478	8,482,478	8,198,447
Motor and travel costs	13,703	13,703	12,307
Premises costs	332,447	332,447	292,407
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	51,722	51,722	52,155
General administrative costs	250,934	250,934	366,474
Legal and professional costs	33,569	33,569	36,772
	<u>9,192,430</u>	<u>9,192,430</u>	<u>8,986,349</u>

6 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	51,722	52,155

7 Staff costs

Salaries and wages	4,943,976	4,885,198
Social security costs	148,577	151,094
Pension costs	86,398	88,617
	<u>5,178,951</u>	<u>5,124,909</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:

	2022 Number	2021 Number
Management	10	9
Administration	36	36
Care staff	450	450
	<u>496</u>	<u>495</u>

8 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture , fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2021	1,748,218	127,660	5,451	1,881,329
Additions	-	16,022	202	16,224
At 31 March 2022	<u>1,748,218</u>	<u>143,682</u>	<u>5,653</u>	<u>1,897,553</u>
Depreciation and impairment				
At 1 April 2021	69,929	102,279	5,109	177,317
Depreciation charge for the year	34,964	16,578	180	51,722
At 31 March 2022	<u>104,893</u>	<u>118,857</u>	<u>5,289</u>	<u>229,039</u>
Net book values				
At 31 March 2022	<u>1,643,325</u>	<u>24,825</u>	<u>364</u>	<u>1,668,514</u>
At 31 March 2021	<u>1,678,289</u>	<u>25,381</u>	<u>342</u>	<u>1,704,012</u>

9 Investments

	Other investments - Unlisted	Total
	£	£
Cost or revaluation		
Additions	300	300
At 31 March 2022	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2022	<u>300</u>	<u>300</u>

10 Debtors

	2022	2021
	£	£
Trade debtors	1,309,534	801,021
Other debtors	1,055,043	38,607
Prepayments and accrued income	135,017	238,320
	<u>2,499,594</u>	<u>1,077,948</u>

11 Creditors:

amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	8,327	38,948
Other taxes and social security	43,278	37,572
Other creditors	828,274	539,011
Accruals and deferred income	24,702	16,201
	<u>980,379</u>	<u>707,530</u>

Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

12 Creditors:
amounts falling due after more than one
year

	2022	2021
	£	£
Bank loans and overdrafts	991,448	1,039,299
	<u>991,448</u>	<u>1,039,299</u>

13 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2022
	£	£	£	£
Restricted funds:				
Unrestricted funds:				
General funds	1,976,629	9,491,876	(9,194,516)	2,273,989
Revaluation Reserves:				
Total funds	<u>1,976,629</u>	<u>9,491,876</u>	<u>(9,194,516)</u>	<u>2,273,989</u>

14 Analysis of net assets between funds

	Unrestricted funds	Total
	£	£
Fixed assets	1,668,514	1,668,514
Investments	300	300
Net current assets	1,596,623	1,596,623
Creditors due in more than one year and provisions	(991,448)	(991,448)
	<u>2,273,989</u>	<u>2,273,989</u>

15 Contingent Assets/Liabilities

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

16 Commitments

Operating lease commitments

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

	2022	2022	2021	2021
	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 289 (2021: 229) 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% (2021: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2022: 3% to 4%).

	2022	2021
	£	£
The pension cost charge to the charity amounted to:	<u>86,398</u>	<u>88,617</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>113,199</u>	<u>56,759</u>

17 JRS Grant

Included in domiciliary care income is £ 207,542 (2021: £538,105) relating to JRS Grant.

18 Income from supported living

Included in domiciliary care income is £77,256 (2021: £162,117) relating to supported living.

19 Ultimate controlling party

There are no ultimate controlling parties to be disclosed in the financial statements at the year end.

20 Other debtors

Included in other debtors is a loan granted to a third party of £800,000 which is repayable within one year with 20% profit. The loan is secured against the company's properties.

21 Capital commitments

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

22 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

23 Related party disclosures

	2022
	£
<i>Transactions with related parties</i>	
<i>Name of related party</i>	H Y Abdullahi
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A Hussein
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A M Ismail
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	A A Yusuf
<i>Description of relationship between the parties</i>	Trustees
<i>Name of related party</i>	Oasis Transport & Recruitment Limited
<i>Description of relationship between the parties</i>	Subsidiary
<i>Name of related party</i>	Oasis Workforce Solutions Ltd
<i>Description of relationship between the parties</i>	Sub-subsubsidiary
<i>Amount due from/(to) the related party</i>	243,900
<i>Name of related party</i>	Oasis Training Limited
<i>Description of relationship between the parties</i>	Sub- subsidiary
<i>Amount due from/(to) the related party</i>	11,143

24 Fixed Asset Investments

	Shares in group undertakings £
Cost or revaluation	
At 1 April 2021	-
Additions	300
At 31 March 2022	<u>300</u>
Net book value at 31 March 2022	<u>300</u>

Oasis Transport & Recruitment Limited

Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Intermediate Parent Company

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Workforce Solutions Limited

Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Recruitment of temporary workers

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Training Limited

Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Training

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>(10,664)</u>	<u>-</u>

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES
 for the year ended 31 March 2022

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:			
Charitable activities	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>
Other trading activities			
Domiciliary care	9,393,490	9,393,490	8,956,633
Training income	85,484	85,484	168,681
	<u>9,478,974</u>	<u>9,478,974</u>	<u>9,125,314</u>
Investments			
Deposit account interest	5,143	5,143	5,643
	<u>5,143</u>	<u>5,143</u>	<u>5,643</u>
Other			
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>
Total income and endowments	9,491,876	9,491,876	9,138,248
Expenditure on:			
Charitable activities			
Donations	1,500	1,500	48,605
	<u>1,500</u>	<u>1,500</u>	<u>48,605</u>
Total of expenditure on charitable activities	1,500	1,500	48,605
Other expenditure			
Bank loan and overdraft interest payable	27,577	27,577	27,787
	<u>27,577</u>	<u>27,577</u>	<u>27,787</u>
Employee costs			
Salaries/wages	4,943,976	4,943,976	4,885,198
Employer's NIC	148,577	148,577	151,094
Pension costs	86,398	86,398	88,617
Staff training	56,431	56,431	57,780
Temporary staff	8,335	8,335	9,425
Subcontractors	3,238,761	3,238,761	3,006,333
	<u>8,482,478</u>	<u>8,482,478</u>	<u>8,198,447</u>
Motor and travel costs			
Travel and subsistence	13,703	13,703	12,307
	<u>13,703</u>	<u>13,703</u>	<u>12,307</u>
Premises costs			
Rent	87,278	87,278	98,585
Rates	5,864	5,864	12,742

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Light, heat and power	20,566	20,566	8,778
Premises cleaning	122,158	122,158	137,308
Premises repairs and maintenance	96,581	96,581	34,994
	<u>332,447</u>	<u>332,447</u>	<u>292,407</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,578	16,578	16,426
Depreciation of Furniture , fittings and equipment	180	180	765
Bank charges	60,814	60,814	23,465
General insurances	41,393	41,393	34,835
Software, IT support and related costs	45,060	45,060	82,949
Stationery and printing	31,190	31,190	33,768
Subscriptions	23,255	23,255	59,534
Sundry expenses	17,631	17,631	85,315
Telephone, fax and broadband	31,591	31,591	46,608
Administrative expenses	202	202	2,566
Advertising	384	384	384
	<u>303,242</u>	<u>303,242</u>	<u>421,579</u>
Legal and professional costs			
Audit/Independent examination fees	8,500	8,500	8,200
Consultancy fees	25,069	25,069	28,496
Other legal and professional costs	-	-	76
	<u>33,569</u>	<u>33,569</u>	<u>36,772</u>
Total of expenditure of other costs	<u>9,193,016</u>	<u>9,193,016</u>	<u>8,989,299</u>
Total expenditure	9,194,516	9,194,516	9,037,904
Net gains on investments	-	-	-
Net income	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>
Net income before other gains/(losses)	297,360	297,360	100,344
Other Gains	-	-	-
Net movement in funds	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>

Oasis Care & Training Agency

Charity No. 1044521

Trustees' Report and Audited Accounts

31 March 2022

Oasis Care & Training Agency
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The Trustees present their report with the audited financial statements of the charity for the year ended 31 March 2022.

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 Accountants 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.”

COVID 19

As a consequence of continuing national restrictions, many areas of activity remained depressed over the course of the year and associated costs were delayed into subsequent periods.

Ongoing disruption to domiciliary care and reduced service for the financial year 31st March 2022 has limited potential revenue budgeted of £10M(Actual: £9.5M). This was 5.09% under the budget for 2021-2022, however as this was outside the organisation control, management believes 2022-2023 will see the revenue targets will be met as the normal environment will resume.

BREXIT

The United Kingdom formally exited the EU on 31 Jan 2020 after which the UK entered a period of transition with a custom's transitional arrangement in place until 1 July 2021. Since Brexit a lot of European citizens left the United Kingdom to go to their respective countries and this created a shortage of skilled and unskilled workers. The Government did not take appropriate and prompt steps to fill the gap in the work force in the United Kingdom. This has badly affected the care industry. To mitigate the staff shortage, we applied for a sponsorship licence to recruit overseas staff to fill the gap in our care sector.

UKRAINE WAR

Following the military escalation in late February 2022 there has been a significant increase in volatility in the fuel, gas and energy sector, commodities, and financial markets and exacerbating ongoing economic challenges, including inflation and global supply chain disruption.

ACHIEVEMENTS AND PERFORMANCE

The trustees set a target of servicing about 600 service users in 2022 and using around 11,000 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 increased from £9.1M in 2021 to £9.5M in 2022 which was an increase of around 4% compared to 2021. Similarly, the net income increased from £100K in 2021 to £297K in 2022 which is a increase of around 196% compared to 2021. The increase in gross income had a direct impact on the increase 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 £2,273,989 (2021: £1,976,629). 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.

On 29th April 2021, 3 Companies were incorporated namely Oasis Transport and Recruitment Limited, Oasis Training Limited, and Oasis Workforce Solutions Limited. The immediate parent Company is Oasis Transport and Recruitment Limited who owns the entire share capital of Oasis Training Limited and Oasis Workforce Solutions Limited. The Ultimate parent organisation is Oasis Care and Training Agency who owns the entire share capital of Oasis Transport and Recruitment Limited. Therefore, Oasis Training Limited and Oasis Workforce Solutions Limited are the sub subsidiaries of Oasis Care and Training Agency. All the Companies and the charity have coterminous year ends. The whole profits of these companies will be donated to the Ultimate Organisation Oasis Care and Training Agency. The results of these subsidiaries and sub subsidiaries are not consolidated.

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 which 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.

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.

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.

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 make use of 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).

Oasis Care & Training Agency
TRUSTEES ANNUAL REPORT

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. Abdullahi

H.Y. Abdullahi

Trustee

23 January 2023

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 2022 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 2022 ,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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect irregularities, including fraud. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, national or international misrepresentations, or through collusion. The extent to which our procedures can detect irregularities, including fraud is detailed below. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management.

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.

Oasis Care & Training Agency
AUDIT REPORT UNQUALIFIED

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 Limited Accountants and Statutory Auditors
Hastingwood Trading Estate
Unit G31
35 Harbet Road
London
N18 3HT
23 January 2023

GPRS Professionals Limited 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 2022

	Notes	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:				
Charitable activities	3	7,573	7,573	-
Other trading activities		9,478,974	9,478,974	9,125,314
Investments		5,143	5,143	5,643
Other	4	186	186	7,291
Total		9,491,876	9,491,876	9,138,248
Expenditure on:				
Charitable activities		1,500	1,500	48,605
Other	5	9,193,016	9,193,016	8,989,299
Total		9,194,516	9,194,516	9,037,904
Net gains on investments		-	-	-
Net income	6	297,360	297,360	100,344
Net income before other gains/(losses)		297,360	297,360	100,344
Other gains and losses:				
Net movement in funds		297,360	297,360	100,344
Reconciliation of funds:				
Total funds brought forward		1,976,629	1,976,629	1,876,285
Total funds carried forward		2,273,989	2,273,989	1,976,629

Oasis Care & Training Agency

BALANCE SHEET

at 31 March 2022

Charity No. 1044521

	2022	2021
	£	£
Fixed assets		
Tangible assets	8 1,668,514	1,704,013
Investments	9 300	-
	<u>1,668,814</u>	<u>1,704,013</u>
Current assets		
Debtors	10 2,499,594	1,077,948
Cash at bank and in hand	77,408	941,497
	<u>2,577,002</u>	<u>2,019,445</u>
Creditors: Amount falling due within one year	11 (980,379)	(707,530)
Net current assets	1,596,623	1,311,915
Total assets less current liabilities	3,265,437	3,015,928
Creditors: Amounts falling due after more than one year	12 (991,448)	(1,039,299)
Net assets excluding pension asset or liability	<u>2,273,989</u>	<u>1,976,629</u>
Total net assets	<u>2,273,989</u>	<u>1,976,629</u>
 The funds of the charity		
Restricted funds	13	
Unrestricted funds	13	
General funds	2,273,989	1,976,629
	<u>2,273,989</u>	<u>1,976,629</u>
 Reserves	13	
	<u>2,273,989</u>	<u>1,976,629</u>
Total funds	<u>2,273,989</u>	<u>1,976,629</u>

Approved by the trustees on 23 January 2023

And signed on their behalf by:

H. Abdullahi

H.Y. Abdullahi
Trustee
23 January 2023

Oasis Care & Training Agency

STATEMENT OF CASH FLOWS

for the year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	297,360	100,344
Adjustments for:		
Depreciation of property, plant and equipment	51,722	52,155
Dividends, interest and rents from investments	(5,329)	(12,934)
(Increase)/Decrease in trade and other receivables	(1,421,645)	649,429
Increase in trade and other payables	272,849	1,125
Net cash (used in)/provided by operating activities	<u>(805,043)</u>	<u>790,119</u>
Cash flows from investing activities		
Purchases of property, plant and equipment	(16,224)	(6,337)
Purchases of investments	(300)	-
Dividends, interest and rents from investments	5,329	12,934
Net cash (used in)/from investing activities	<u>(11,195)</u>	<u>6,597</u>
Cash flows from financing activities		
Repayment of borrowings	(47,851)	(48,012)
Net cash used in financing activities	<u>(47,851)</u>	<u>(48,012)</u>
Net (decrease)/increase in cash and cash equivalents	(864,089)	748,704
Cash and cash equivalents at the beginning of the year	941,497	192,793
Cash and cash equivalents at the end of the year	<u>77,408</u>	<u>941,497</u>
Components of cash and cash equivalents		
Cash and bank balances	77,408	941,497
	<u>77,408</u>	<u>941,497</u>

for the year ended 31 March 2022

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.

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

Designated funds

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.

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.

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 2021 £	Total funds 2021 £
Income and endowments from:		
Other trading activities	9,125,314	9,125,314
Investments	5,643	5,643
Other	7,291	7,291
Total	<u>9,138,248</u>	<u>9,138,248</u>
Expenditure on:		
Charitable activities	48,605	48,605
Other	8,989,299	8,989,299
Total	<u>9,037,904</u>	<u>9,037,904</u>
Net income	<u>100,344</u>	<u>100,344</u>
Net income before other gains/(losses)	100,344	100,344
Other gains and losses:		
Net movement in funds	<u>100,344</u>	<u>100,344</u>
Reconciliation of funds:		
Total funds brought forward	1,876,285	1,876,285
Total funds carried forward	<u><u>1,976,629</u></u>	<u><u>1,976,629</u></u>

3 Income from charitable activities

	Unrestricted	Total	Total
		2022	2021
	£	£	£
	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>

4 Other income

	Unrestricted	Total 2022	Total 2021
	£	£	£
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>

5 Other expenditure

	Unrestricted	Total 2022	Total 2021
	£	£	£
Bank loan and overdraft interest payable	27,577	27,577	27,787
Employee costs	8,482,478	8,482,478	8,198,447
Motor and travel costs	13,703	13,703	12,307
Premises costs	332,447	332,447	292,407
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	51,722	51,722	52,155
General administrative costs	250,934	250,934	366,474
Legal and professional costs	33,569	33,569	36,772
	<u>9,192,430</u>	<u>9,192,430</u>	<u>8,986,349</u>

6 Net income before transfers

	2022	2021
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	51,722	52,155

7 Staff costs

Salaries and wages	4,943,976	4,885,198
Social security costs	148,577	151,094
Pension costs	86,398	88,617
	<u>5,178,951</u>	<u>5,124,909</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:

	2022 Number	2021 Number
Management	10	9
Administration	36	36
Care staff	450	450
	<u>496</u>	<u>495</u>

8 Tangible fixed assets

	Land and buildings	Plant & machinery	Furniture , fittings and equipment	Total
	£	£	£	£
Cost or revaluation				
At 1 April 2021	1,748,218	127,660	5,451	1,881,329
Additions	-	16,022	202	16,224
At 31 March 2022	<u>1,748,218</u>	<u>143,682</u>	<u>5,653</u>	<u>1,897,553</u>
Depreciation and impairment				
At 1 April 2021	69,929	102,279	5,109	177,317
Depreciation charge for the year	34,964	16,578	180	51,722
At 31 March 2022	<u>104,893</u>	<u>118,857</u>	<u>5,289</u>	<u>229,039</u>
Net book values				
At 31 March 2022	<u>1,643,325</u>	<u>24,825</u>	<u>364</u>	<u>1,668,514</u>
At 31 March 2021	<u>1,678,289</u>	<u>25,381</u>	<u>342</u>	<u>1,704,012</u>

9 Investments

	Other investments - Unlisted	Total
	£	£
Cost or revaluation		
Additions	300	300
At 31 March 2022	<u>300</u>	<u>300</u>
Net book values		
At 31 March 2022	<u>300</u>	<u>300</u>

10 Debtors

	2022	2021
	£	£
Trade debtors	1,309,534	801,021
Other debtors	1,055,043	38,607
Prepayments and accrued income	135,017	238,320
	<u>2,499,594</u>	<u>1,077,948</u>

11 Creditors:

amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	75,798	75,798
Trade creditors	8,327	38,948
Other taxes and social security	43,278	37,572
Other creditors	828,274	539,011
Accruals and deferred income	24,702	16,201
	<u>980,379</u>	<u>707,530</u>

Oasis Care & Training Agency
NOTES TO THE ACCOUNTS

12 Creditors:
amounts falling due after more than one
year

	2022	2021
	£	£
Bank loans and overdrafts	991,448	1,039,299
	<u>991,448</u>	<u>1,039,299</u>

13 Movement in funds

	At 1 April 2021	Incoming resources (including other gains/losses)	Resources expended	At 31 March 2022
	£	£	£	£
Restricted funds:				
Unrestricted funds:				
General funds	1,976,629	9,491,876	(9,194,516)	2,273,989
Revaluation Reserves:				
Total funds	<u>1,976,629</u>	<u>9,491,876</u>	<u>(9,194,516)</u>	<u>2,273,989</u>

14 Analysis of net assets between funds

	Unrestricted funds	Total
	£	£
Fixed assets	1,668,514	1,668,514
Investments	300	300
Net current assets	1,596,623	1,596,623
Creditors due in more than one year and provisions	(991,448)	(991,448)
	<u>2,273,989</u>	<u>2,273,989</u>

15 Contingent Assets/Liabilities

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

16 Commitments

Operating lease commitments

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

	2022	2022	2021	2021
	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 289 (2021: 229) 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% (2021: 4% to 5%). The employer contributions on Islamic pension scheme ranged from 3% to 4% (2022: 3% to 4%).

	2022	2021
	£	£
The pension cost charge to the charity amounted to:	<u>86,398</u>	<u>88,617</u>
Unpaid contributions due to the fund are included in other creditors and amounted to:	<u>113,199</u>	<u>56,759</u>

17 JRS Grant

Included in domiciliary care income is £ 207,542 (2021: £538,105) relating to JRS Grant.

18 Income from supported living

Included in domiciliary care income is £77,256 (2021: £162,117) relating to supported living.

19 Ultimate controlling party

There are no ultimate controlling parties to be disclosed in the financial statements at the year end.

20 Other debtors

Included in other debtors is a loan granted to a third party of £800,000 which is repayable within one year with 20% profit. The loan is secured against the company's properties.

21 Capital commitments

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

22 Post balance sheet events

There are no post balance sheet events to be disclosed in the financial statements at the year end.

23 Related party disclosures

		2022
		£
<i>Transactions with related parties</i>		
<i>Name of related party</i>	H Y Abdullahi	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A Hussein	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A M Ismail	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	A A Yusuf	
<i>Description of relationship between the parties</i>	Trustees	
<i>Name of related party</i>	Oasis Transport & Recruitment Limited	
<i>Description of relationship between the parties</i>	Subsidiary	
<i>Name of related party</i>	Oasis Workforce Solutions Ltd	
<i>Description of relationship between the parties</i>	Sub-subsubsidiary	
<i>Amount due from/(to) the related party</i>		243,900
<i>Name of related party</i>	Oasis Training Limited	
<i>Description of relationship between the parties</i>	Sub- subsidiary	
<i>Amount due from/(to) the related party</i>		11,143

24 Fixed Asset Investments

	Shares in group undertakings £
Cost or revaluation	
At 1 April 2021	-
Additions	300
At 31 March 2022	<u>300</u>
Net book value at 31 March 2022	<u>300</u>

Oasis Transport & Recruitment Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Intermediate Parent Company

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Workforce Solutions Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Recruitment of temporary workers

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>-</u>	<u>-</u>

Oasis Training Limited
Registered office: 24-32 Murdock Street, London, SE15 1LW

Nature of business: Training

Class of shares: % Holding

Ordinary 100%

	2022 £	2021 £
Aggregate capital and reserves	100	-
Profit for the year	<u>(10,664)</u>	<u>-</u>

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES
 for the year ended 31 March 2022

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income and endowments from:			
Charitable activities	7,573	7,573	-
	<u>7,573</u>	<u>7,573</u>	<u>-</u>
Other trading activities			
Domiciliary care	9,393,490	9,393,490	8,956,633
Training income	85,484	85,484	168,681
	<u>9,478,974</u>	<u>9,478,974</u>	<u>9,125,314</u>
Investments			
Deposit account interest	5,143	5,143	5,643
	<u>5,143</u>	<u>5,143</u>	<u>5,643</u>
Other			
Other interest received	186	186	7,291
	<u>186</u>	<u>186</u>	<u>7,291</u>
Total income and endowments	9,491,876	9,491,876	9,138,248
Expenditure on:			
Charitable activities			
Donations	1,500	1,500	48,605
	<u>1,500</u>	<u>1,500</u>	<u>48,605</u>
Total of expenditure on charitable activities	1,500	1,500	48,605
Other expenditure			
Bank loan and overdraft interest payable	27,577	27,577	27,787
	<u>27,577</u>	<u>27,577</u>	<u>27,787</u>
Employee costs			
Salaries/wages	4,943,976	4,943,976	4,885,198
Employer's NIC	148,577	148,577	151,094
Pension costs	86,398	86,398	88,617
Staff training	56,431	56,431	57,780
Temporary staff	8,335	8,335	9,425
Subcontractors	3,238,761	3,238,761	3,006,333
	<u>8,482,478</u>	<u>8,482,478</u>	<u>8,198,447</u>
Motor and travel costs			
Travel and subsistence	13,703	13,703	12,307
	<u>13,703</u>	<u>13,703</u>	<u>12,307</u>
Premises costs			
Rent	87,278	87,278	98,585
Rates	5,864	5,864	12,742

Oasis Care & Training Agency
 DETAILED STATEMENT OF FINANCIAL ACTIVITIES

Light, heat and power	20,566	20,566	8,778
Premises cleaning	122,158	122,158	137,308
Premises repairs and maintenance	96,581	96,581	34,994
	<u>332,447</u>	<u>332,447</u>	<u>292,407</u>
General administrative costs, including depreciation and amortisation			
Depreciation of land and buildings	34,964	34,964	34,964
Depreciation of Plant & machinery	16,578	16,578	16,426
Depreciation of Furniture , fittings and equipment	180	180	765
Bank charges	60,814	60,814	23,465
General insurances	41,393	41,393	34,835
Software, IT support and related costs	45,060	45,060	82,949
Stationery and printing	31,190	31,190	33,768
Subscriptions	23,255	23,255	59,534
Sundry expenses	17,631	17,631	85,315
Telephone, fax and broadband	31,591	31,591	46,608
Administrative expenses	202	202	2,566
Advertising	384	384	384
	<u>303,242</u>	<u>303,242</u>	<u>421,579</u>
Legal and professional costs			
Audit/Independent examination fees	8,500	8,500	8,200
Consultancy fees	25,069	25,069	28,496
Other legal and professional costs	-	-	76
	<u>33,569</u>	<u>33,569</u>	<u>36,772</u>
Total of expenditure of other costs	<u>9,193,016</u>	<u>9,193,016</u>	<u>8,989,299</u>
Total expenditure	9,194,516	9,194,516	9,037,904
Net gains on investments	-	-	-
Net income	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>
Net income before other gains/(losses)	297,360	297,360	100,344
Other Gains	-	-	-
Net movement in funds	<u>297,360</u>	<u>297,360</u>	<u>100,344</u>