discovery

Dimensions Somerset SEV Limited trading as Discovery (A Charitable Company Limited by Guarantee) Report and Financial Statements for the year ended 31 March 2023



Company Registration Number: 10257343 Charity Registration Number: 1172574

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Dimensions Somerset SEV Limited trading as Discovery Advisors and Other Information

Trustees	Delyth Lloyd Evans (Chair) (retired	1 28th September 2022)		
	Delyth Lloyd Evans (Chair) (retired 28th September 2022) Richard Crompton QPM (Chair) (appointed 28th September 2022)			
	Steve McLauchlan (retired 31 st January 2023)			
	Steve Strong (retired 31 st January 2023)			
	Harry Tavare			
	Angela McNab			
	Jackie Fletcher (resigned 1 st March 20	23)		
	Stella Cheetham (resigned 28 th Octob	er 2022)		
	Neil England			
	Christine Carson			
	Rachel Ferris			
	Michelle Caine (appointed 1 st March 2	2023)		
	Simon O'Mahoney (appointed 1st Ma			
	Nicholas Hecksher (appointed 1st Mo	arch 2023)		
	Chris Woodhead (appointed 27th Oct	tober 2022)		
Company secretary	Joanne Greenbank			
Executive Directors	Helen Orford	Managing Director		
	Lisa Evans	Finance Director (redundant 28th April 2023)		
	Alexandra Seddon	Head of Supported Employment		
		& Community Enterprise		
	Trina Bright	Head of Improvement & Support		
	-	Practice		
	Samantha Smith	HR Director (appointed July 2022)		
	Claire Samways	Director of Commercial Finance (appointed		
D		28th April 2023)		
Bankers	National Westminster Bank Plc	HSBC UK Bank Plc		
	Unit LII, The Oracle Shopping	Level 7, Thames Tower		
	Centre Reading, RGI 2AG	Station Road Reading		
	Reading, RGT 2AG	RGI ILX		
Solicitors	Anthony Collins Solicitors LLP	Trowers & Hamlins		
Bolicitor 5	134 Edmond Street	3 Bunhill Row		
	Birmingham, B3 2ES	London, ECIY EYZ		
	DAC Beachcroft			
	25 Walbrook			
	London			
	EC4N 8AF			
Auditor		Crowe LLP		
		2nd Floor, 55 Ludgate Hill		
Principal and		London EC4M 7JW 1430 Arlington Business Park		
Registered Office		Theale		
		Reading, RG7 4SA		

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Dimensions Somerset SEV Limited trading as Discovery Chair's and Managing Director's Report

The 2022/23 year was the sixth since the transfer of support for autistic people and those with a learning disability from Somerset County Council to Discovery, and the final year of the initial contract between our two organisations before the extension period commenced in April 2023. The year has marked an unquestionably difficult period for the sector as it has come to terms with the prolonged impact of COVID-19 and new challenges posed by soaring inflation and the cost-of-living crisis.

Nonetheless, the Dimensions Group, of which Discovery is a hugely important part, remained focused upon the third year of delivering its strategy – *Better Lives for More People*. The strategy sets out clear aims, aligned to 5 Pillars (Quality, Reputation, Scale, Capacity and Sustainability), recognising that the biggest challenge in our sector is to find, recruit and retain great people who can deliver great support within significant financial constraints. The strategy leads the Group to hone its status as a great organisation to work for.

There is much to celebrate in the way that Discovery has set about implementing that strategy in 2022/23. Above all, there has been a continuation in the qualitative improvements that Dimensions and Somerset County Council set out to deliver at Discovery's inception. These have been noted in many locations across the organisation, validated not only by the Group's Quality Assessors but also through Somerset Council Quality Improvement Monitoring process and following inspection by the Care Quality Commission. An internal quality review 'Outstanding' overall rating for a second Discovery service, 'Hillcrest' in quarter four, was real affirmation of Discovery's relentless focus upon continuous improvement, with the aim of improving all service ratings whilst establishing a workforce culture which is increasingly aligned to our organisation's values and promoting greater ambition for the people we support and their families.

It is also good to affirm that 85% of Discovery services now meet Dimensions' exacting quality standards and there is a positive trajectory for the remainder. Structural changes to increase capacity within Discovery's frontline management have increased the level of oversight to provide greater assurance and mitigate risk.

Discovery has continued to support social mobility this year, with people we support being enabled to move to locations that suit their needs and effective partnership working with the Council to optimise the effectiveness of its assets. To further support SCC in this, Discovery has developed its relationships with key social landlords in Somerset, asserting the needs and voices of people it supports in identifying homes for improvement, replacement, and re-invention.

Discovery's work on the transformation of day services into community hubs all but concluded in 2022/23, modernising the support that people across the county receive. In partnership with the NDTi, Discovery has executed a plan for change with all the people it supported in its traditional day services, surrendering leases on the majority of old-style day service buildings and replacing them with purposefully designed hubs. This transformation has been achieved within budget and has delivered significant efficiencies to the local authority.

Supporting people who are work-ready into employment has been a priority for Discovery since its inception and the work of the organisation's Supported Employment Team continues to be impressive. Over 80% of the people it has supported into employment have sustained work for more than a year, a fantastic achievement for the Team and those it has supported. The team also underwent the

Dimensions Somerset SEV Limited trading as Discovery Chair's and Managing Director's Report

Supported Employment Quality Framework (SEQF) audit with the British Association for Supported Employment (BASE) and were awarded the Quality Kite Make and graded as a "good" provider.

Discovery continues to deliver supported internships with Hinkley Point and Avon & Somerset Police with significant demand from a wide breadth of Organisations, some, because they have a commitment to increasing the diversity of their work force and others, who have noted that supported employment offers possibly a different talent pool to draw from where they are struggling to recruit. The team really are building their new business and moving from strength to strength.

Engagement with colleagues, people we support, and their families and significant others has remained a priority. At every stage our dedicated colleagues have demonstrated great commitment to the people we support, exploring new and innovative ways of working to keep people safe and stay connected with their friends, families and communities. Discovery's Listening Event was attended by 108 people from across those groups and generated a range of feedback and suggestions that are being implemented now.

As a registered charity and social enterprise, Discovery continues to manage financial challenges like many across the country. A third of Discovery's surplus is allocated for social value return through its Community Fund. The Fund supports improvements to the health and independence of people with learning disabilities and/or autism across Somerset, awarding grants of between \pounds 5k to \pounds 100k.

During 2022/23, the Fund has made £320k in grants, supporting a diverse range of initiatives countywide. Some were major grants – for example, £70k for the Somerset & Avon Rape & Sexual Abuse service, developing support for women with learning difficulties and/or autism who have experienced sexual violence. Supporting people to partake in sport has been a special aim this year, with £100k granted to Somerset Cricket Foundation to develop an inclusive programme for adults with learning disabilities and/or autism among 155 member clubs and £65k to Somerset Football Association, reestablishing football sessions for adults with learning disabilities and autism. Smaller awards facilitated Somerset Film and Video, the Carymoor Environmental Trust, Wellington Community Council and several others. These projects are inspiring examples of how Discovery and SCC work in partnership to deliver beyond the boundaries of the contract itself and add real value to the lives of people who access the services. The Community Fund also provides 'Small Sparks' grants of up to £500 to people with a learning disability – determined by people we support - who wish to set up community projects.

It has been a privilege working with our colleagues at all levels and we remain proud of everyone at Discovery. Our colleagues are central to everything we have been able to achieve, and we are enormously grateful to them for their commitment and dedication to the people we support. Our thanks go to every single colleague and everyone who has worked with us over the past twelve months. We look forward with confidence to the opportunities we will continue to build on in the year to come.

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Richard Crompton Chair

Helen Orford Managing Director

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The Trustees present their report and the audited financial statements for the year ended 31 March 2023. This includes the directors' report required under company law.

Reference and administrative information set out on page 3 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Structure, Governance and Management

Dimensions Somerset SEV Limited ('the Charity'), which trades as 'Discovery', is a charitable company limited by guarantee. It was incorporated on 29 June 2016 and registered as a charity on 12 April 2017. Discovery is a member of the Dimensions Group and recognises Dimensions (UK) Limited as the Parent.

The objects of the Charity are to fulfil the needs of people with learning disabilities or autistic people, and those with behaviours of distress and complex needs. The Charity provides and manages housing, including social housing, and providing assistance to help house people and support their needs.

The Charity was established as a Social Enterprise and has achieved the Social Enterprise Mark for the fourth year running. Of our net surplus, one-third is invested in projects within Somerset that have a social purpose, improving the health and independence of people with learning disabilities and/or autism across Somerset.

Discovery maintains a strong relationship with Social Enterprise Mark CIC and remains structured and managed to comply with the three key areas of the Social Mark's requirements:

- Robust Governance
- Ethical & Good Business Practice
- Social Impact & Financial Transparency

Modern Slavery and Human Trafficking Statement

Discovery is committed to preventing modern slavery in its corporate activities and supply chains. The Charity's full statement can be found on the Discovery website at <u>www.discovery-uk.org</u>.

The Board and its Role

The governing body of Discovery is the Board of Trustees. Trustees are directors of the Charity under the Companies Act, as well as being charity Trustees. The Trustees have overall responsibility for the strategy, administration, and control of the activities of the Charity. The Trustees members who served during the year are listed on page 3.

The full Board met six times during the year and followed an agreed agenda with various standing matters, including full reporting of management accounts, review of the risk register, and review of the register of interests. The Board has been building strong links with the Discovery Council.

The Board has access, at the expense of the Charity, to any professional services it may reasonably require to fulfil its statutory duties.

Discovery is a subsidiary of Dimensions (UK) Limited and, as such, reports to the Dimensions Group Board. The Group Board has systems in place, supported by a themed committee and panel structure, to ensure that it achieves appropriate oversight of objectives that support the governance of the whole Group, including risk oversight and value for money.

The following Committees and Panels provide oversight and scrutiny for the Discovery Board:

- Group Audit & Risk (GARC)
- Finance & Resources
- HR
- Remuneration & Nominations
- Quality & Practice
- Change Programme Governance

External Governance Review

An external Governance Review was undertaken in 2022/23 by Campbell Tickell for the Dimensions Group.

The Review found that things are working well in the areas that are most important to good governance – people and culture. It particular it noted that the Board of Discovery was stronger than at the time of the previous external Governance Review in 2019. The values of Dimensions and the commitment to its vision and mission were evident in every meeting the independent consultants observed.

There were a series of recommendations made as a result of the review to help the Group continue to improve governance, which apply to Discovery and which fall into a number of categories:

- Oversight of strategy delivery this includes bringing together all performance and compliance reporting and aligning Board and Committee oversight by changing the governance schedule into a quarterly cycle of meetings
- Risk management and assurance this resulted in a fundamental review of the Group's risk management and assurance arrangements, including strengthening GARC's oversight of this area
- The governance structure whilst acknowledging that common membership and reporting arrangements help the component parts of the governance structure to be effective, there were some recommendations for strengthening the connections
- Leading governance practice and a small number areas with scope for improvement

The Review also included feedback from Executives and Non-Executives on the effectiveness of the Boards & Committees across a number of key areas:

- Mission, values and strategy
- Control, assurance and delivery
- Board operations
- Board composition, development and renewal
- Board culture and dynamics
- Governance system
- Governance structures

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The survey highlighted important indicators of governance effectiveness as particular areas of strength:

- Ethical leadership
- Assurance around compliance
- Focus on the needs and safety of the people we support
- Inclusiveness
- Supportive working
- Constructive challenge
- Openness and transparency
- Self-awareness
- Effective chairing
- Effective company secretarial support

The Group Board received the Governance Review findings at their meeting in August 2022 and an Action Plan to implement the recommendations was approved in September 2022. The areas are being implemented over the 2022/23 and 2023/24 years.

In other years (e.g. not when the externally-led review is due), the Boards and Committees continue to review their effectiveness and performance.

The Non-Executive appraisal policy outlines the process of the annual performance review of overall performance and effectiveness of the Boards and a review of the performance, contribution and effectiveness of individuals.

Training for Trustees

Board members are able to attend appropriate training at the expense of the organisation to help them fulfil their Board role most effectively. This includes Safeguarding Adults, GDPR and Health & Safety. Members Briefings have been arranged on an ad-hoc basis on key topics, including recruitment challenges and activity and the IT systems used within the Group. During the Governance Review, the effectiveness surveys and Non-Executive appraisal there is the opportunity for Members to identify any learning and development needs either for individuals or Committees as a collective.

Recruitment of New Trustees

New Trustees are recruited when a need for new Trustees is identified following the annual skills audit or when an individual leaves in line with a Group Non-Executive Recruitment & Succession Policy. An agency is used to source suitable candidates, and the process includes the provision of supporting statements, and confirmation of their eligibility to act as Charity Trustee.

The recruitment process includes informal meetings with members of the Discovery Executive Team, visits to services, and panel interviews, including with Experts by Experience. The Board seeks to attract a diverse range of membership in terms of interest, culture and background, most appropriately reflecting the richness and diversity of the communities served by the Charity.

During 2022/23 four new Discovery Trustees were appointed, as well as a new Group Board Member who also became the Chair of Discovery.

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The Strategic Partnership Board (SPB)

During 2022/23, fourteen grants totalling £320k were awarded for projects across Somerset helping people with learning disabilities and autistic people to live fulfilling lives in their own communities.

Risk Management

The Board discusses and assesses the risk to which the Charity is exposed. There are clearly defined management responsibilities for the identification, evaluation, and control of significant risks in line with the Group approach, with continuous risk assessment and active management of business risks, including the maintenance of a strategic risk map, which identifies the controls and assurances in place, and highlights any gaps requiring further action. The Board discusses this at each meeting.

Colleague Involvement

All colleagues receive regular one-to-one supervision meetings and annual appraisals with their line manager. There are also regular team meetings, area management meetings, senior team meetings and listening events. Colleagues' views are gathered and collated through these various media and contribute to service improvement plans to ensure that the teams are constantly moving forward. These plans, in turn, contribute to the Charity's business plan.

Executive Pay and remuneration

Executive pay levels are established in line with the Group Remuneration Strategy, which provides for pay to be set in the context of the relevant external market, informed by benchmarking. The Managing Director's pay is determined by Group Remuneration Committee. Salary multiples between pay at the top and bottom of the Charity are regularly monitored and are taken into consideration when setting pay.

Relationships with Other Organisations

Discovery seeks to work in partnership with other organisations whenever such partnerships enable additional services to be provided. In partnership, Discovery and Somerset Community Foundation have continued to promote the work of Discovery as a Social Enterprise and Charity and the unique potential it has in investing part of its surplus in new initiatives to improve the lives of people with learning disabilities and/or autism in Somerset, and/or support the families of people with a learning disability.

To support the Charity to deliver its ambitions, Discovery continued to engage with the National Development Team for Inclusion (NDTi); a nationally recognised organisation that works to enable people to live the life they choose.

Discovery's Managing Director, is a member of Somerset Safeguarding Adult Board, which enables the Organisation to draw on a wide range of best practice approaches and learning. This valuable multi-agency collaborative. presents a welcome opportunity to further inform Organisational practice and serves as a helpful reminder of the individual and collective responsibility of member Organisations to preserve and promote the human rights and wellbeing of people in receipt of its services.

Objectives and Activities

Discovery supports people with learning disabilities, autism, challenging behaviour and complex needs. People with learning disabilities and their families are at the heart of everything we do, and we wish every person supported to have a great life, with excellent outcomes.

Our values which drive all we do are:

Ambition	helping people be the best they can be
Courage	being brave enough to make a difference
Integrity	being honest and fair in all the things we do
Partnership	working with other people to make a bigger difference
Respect	treating everyone fairly and knowing that everyone's voice is important

We continue to develop our capacity and expertise to provide a range of services for people with particular needs such as autism, complex and challenging behaviour, young people in transition and people who wish to live independently.

Strategic Report: Achievements and Performance Delivery of Public Benefit

In accordance with our objectives, Discovery benefits people with learning difficulties and/or autism in the Somerset area. Our main funding comes from the local authority, Somerset County Council (SCC), and therefore the majority of beneficiaries are referred via the local authority. We offer places in our Community Outreach service, the services of the supported employment team, residential properties and supported living schemes to individuals not funded by the local authority, however a cost is still attached to those placements. Discovery aims to keep placement fees to the minimum required to cover the Charity's costs.

Discovery works in a way that is personalised, delivering support to people based on their individual needs and wishes, offering choice and control in all aspects of service delivery.

The Trustees consider that they have complied with the duty in the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Achievements

Discovery has continued to focus on transformation and quality improvement activities, whilst maintaining good financial performance, which has largely been achieved through a continued drive for greater efficiency, improved productivity and resetting the expectations of our Operational leaders.

The pandemic had a far reaching impact not only on the health and wellbeing of the people we support, but also our colleagues. As we began to live with the what is generally described as the 'new normal' it became clear that we needed to focus time and attention on the health and wellbeing of our colleagues, with an appreciation that, if they are not in a good place themselves, then they would be less likely to present their best selves when supporting the people we support to live a good life. Compassion is not only proven to improve workplace culture, but by cultivating a compassionate environment, we have better opportunity to reduce hardship and increase relationships based on trust and openness.

By focusing our attention in this area, we have been able to provide coaching support for leaders to model cultural values that supports compassion, raise awareness about the importance of compassion and how this can not only support a psychologically safe work place, but also has the benefit of increased personal satisfaction and reward.

In addition, a collaborative between the Organisations Coaching and Human Resources team has resulted in the development of 'team dynamic' training sessions, which supports our Managers and their support teams to;

- Get to know themselves better and achieve an understanding of their key drivers
- Understand each other's strengths and weaknesses
- Reach collective commitment on how to 'be' with each other through the production of a team one page profile
- Explore and resolve any conflict that exists within the team
- Design outcomes for the people they support in order to unify the team behind common goals and remind them of why they do what they do.

The training has resulted in some wonderful stories of strength based practice and helped support teams to revisit why they do what they do from a vocational perspective, recommitting their intentions in the form of team pledges. We have found, without exception, that the teams who have engaged with the training have gone on to achieve better outcomes for the people we support and colleagues report a much happier and open work environment.

Attracting the right colleagues and, most importantly, keeping them has been a keen focus for Discovery and it is therefore with great pleasure that we are able to report improvements in recruitment and retention this year, despite the challenging market conditions in Somerset. We have been particularly delighted by the number of former agency workers who have converted to our employment and the further expansion of our peripatetic (in house agency) team, which is currently delivering around 600 hours of support a week and growing.

Discovery continues to receive valuable support from our family consultants who provide dedicated support to the Organisation, helping colleagues to forge even greater connections with families of the people we support. In addition, Discovery Council, enhanced this year by the embedding of local Everybody Counts Groups, continues to provide welcome insight into matters which are most important to the people we support.

Discovery's Supported Employment team remains a valuable and highly regarded part of our Organisation and we were therefore delighted that the service achieved a rating of 'Good' following an audit by the British Association of Supported Employment (BASE). The rating also attracted a BASE Kite Mark, further promoting the service as a nationally recognised trusted provider of quality and safety in supported employment.

Plans for Future Periods

Whilst significant progress has been made in improving the quality and compliance of Discovery's services, it is important for the year ahead that we continue to embed processes and enhance practice to support continuous improvement.

In collaboration with the commissioners of our services, we are looking to extend the provision of our shortbreak services, to the delivery of 'at home' support, which aims to provide families or main carers a break from their caring responsibilities, without their loved ones having to leave their own homes.

Improving our communication with the people we support, who do not express themselves with words is an area for further focus as we began the new year. Following initial pilot training sessions, where colleagues were invited to develop or enhance their skills in the area of intensive interaction, early indication is that the training has been very well received, with colleagues going as far as to state that it is by far the best training they have ever received.

To support the people we support to live their best lives, in homes where they can feel safe and comfortable, we will continue to explore suitable options and alternatives for the people we support who live in poorer quality accommodation, or where health decline presents environmental challenges for them. With positive engagement from our commissioners, it is expected that we will agree a programme to support decision making, in line with the councils plans for its broader property portfolio.

Discovery continues to embrace the Dimensions Group Strategy 'Better Lives for more people' and is fully engaged in the delivery of the broader transformation programme, which includes the adoption of new systems, processes and ways of working. Therefore our greatest focus for the year ahead will be on embracing and embedding the changes set out in the programme to ensure even greater alignment to the Group, with the objectives of achieving capacity release for our frontline Managers, clarity and consistency in our ways of working, whilst achieving cost efficiencies to further support the organisations future aims.

Financial Review

The net movement in funds for the year ended 31 March 2023 was a surplus of \pounds 1,044k (2022: \pounds 836k) after \pounds 362k (2022: \pounds 836k) was designated to fund social projects in Somerset.

Strategic Risks and their management

The following risks represent those observed as significant by the Trustees, summarised as follows:

Workforce – whilst the challenge of recruitment was eased by the pandemic due to increased unemployment, the resurgence of the hospitality and retail industries (recruitment competitors for Dimensions), twinned with changes prompted by Brexit, have made recruitment more difficult again.

Dimensions has seen agency usage increase and retention fall, placing renewed pressure upon the Charity to reduce the cost of overheads and make good decisions about the locations in which it attempts to create new homes. In addition, the increasing National Living Wage has put pressure on our ability to compete for workforce in a candidate led market. Another important focus is workforce engagement. Dimensions invests in the training, development and wellbeing of colleagues to ensure that the right resources are available to support them. Careful management is required to achieve a structure that can best deliver the high- quality services that every customer needs. We utilise many opportunities to listen to our colleagues and are committed to act on their feedback, a strategy which has resulted in our accreditation as a Great Place to Work for five years in a row.

Reduced public spending and financial sustainability – the sector that the organisation operates in continues to undergo significant and radical change and it is clear that public services in the UK will remain under intense financial pressure for many years. Covid-19 has masked the longer-term impact of Brexit at this time and the full effect of the virus is still unknown. Dimensions has responded to the financial pressures through continuing to seek efficiencies and improve productivity, which has enabled it to proportionately reduce its overhead and operational costs whilst protecting the support that it provides to people. The organisation also manages liquidity risk via a revolving credit facility.

Regulation and Quality – the expectations of Dimensions' customers and stakeholders regarding service quality are increasing, furthermore regulatory frameworks are continuing to evolve. In particular, the organisation's main regulators, the Care Quality Commission (CQC), Homes England/The Regulator of Social Housing, the Charity Commission and Care Inspectorate Wales (CIW) have higher expectations of leadership and governance. We continue to keep Quality at the heart of everything that we do, ensuring that we maintain and embed best practice that is in line with our values and the requirements of our regulators. We ensure that actions to mitigate against adverse events are implemented, monitored and lessons are learned.

Sustainability and Business Systems – We maintain an ongoing focus to ensure the Charity stays sustainable in a fast-moving environment of improved technology, business systems and cyber risks. We are investing in improving the Charity's enterprise and information systems to ensure we have the right architecture to support the organisation's performance with better data, better reporting, and better integration.

The Charity has developed plans to mitigate these risks.

Reserves policy

The Trustees are aware that the Charity must balance the need to build sufficient reserves to maintain financial stability with meeting the costs of delivering its charitable objects. The charity has financial reserves that are a combination of designated, and general reserves. The designated funds are unrestricted, but which have been allocated for social investment. The Trustees consider that the target available reserves, excluding designated should be between two and three months of operational expenditure, which would equate to a range between \pounds 5.2m and \pounds 7.9m. After five years of trading the Trustees are pleased with the progress made reaching this target with reserves at 31st March of \pounds 6.1m, general fund \pounds 4.9m and designated fund \pounds 1.2m.

Going Concern

Discovery is forecasting a surplus for next year from its main operational activities and has sufficient cash in the bank to provide adequate resources for the group's day-to-day operations. The Board, after reviewing the charitable company budget for 2023/24, are of the opinion that, taking account of severe but plausible downsides, the company will have sufficient funds to meet its liabilities as they fall due for a period of 12 months from the date of approval of the financial statements. The Board therefore continue to adopt the going concern basis in preparing the annual financial statements.

Statement of Trustees' Responsibilities in Respect of the Trustees' Annual Report and the Financial Statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the

Annual Report and Financial Statements for the year ended 31 March 2023

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financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Provision of Information to Auditor

The Trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the Trustees has confirmed that they have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

Auditor

A resolution to re-appoint Crowe LLP will be confirmed by the Board after the Charity's forthcoming annual general meeting.

Approved by the Board of Trustees and signed on its behalf by:

aidar Gouga

Richard Crompton

Chair

Dimensions Somerset SEV Limited trading as Discovery

1430 Arlington Business Park

Theale Reading

RG7 4SA

I 0th August 2023

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Opinion

We have audited the financial statements of Dimensions Somerset SEV Limited for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such

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material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 11, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance

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but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were Care Quality standards, General Data Protection Regulation (GDPR), Health and safety legislation, and Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, internal audit, legal counsel and the Governance, Audit & Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals and revenue, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Care Quality Commission and Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have

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properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Julia Poulter

Senior Statutory Auditor for and on behalf of Crowe U.K. LLP Statutory Auditor 55 Ludgate Hill London EC4M 7JW 13 September 2023

Dimensions Somerset SEV Limited trading as Discovery Statement of Financial Activities for the year ended 31 March 2023

Statement of Financial Activities

		Total Unrestricted Funds	Total Unrestricted Funds
		2023	2022
	Note	£'000	£'000
Income			
Incoming resources from charitable activities:			
Provision of person-centred support:			
Fees for support services	2	32,456	32,435
		32,456	32,435
Expenditure:			
Charitable activities:			
Provision of person-centred support	3	31,412	31,599
Total Outgoing Resources		31,412	31,599
Net Income for the year		1,044	836
Reconciliation of funds:			
Funds as at I April		5,121	4,285
Funds as at 31 March		6,165	5,121

The figures above relate to continuing activities.

The accompanying notes on pages 22 to 34 form part of these financial statements.

Dimensions Somerset SEV Limited trading as Discovery

Company Registration Number: 10257343

Charity Registration Number: 1172574 Balance Sheet as at 31March 2023

Balance onece as at off faith 2025		2023	2022
	Note	£'000	£'000
Fixed assets			
Tangible assets	9	20	4
Current assets			
Debtors	10	10,869	2,754
Cash at bank and in hand		1,782	10,812
		12,651	13,566
Liabilities			
Creditors: amounts falling due within one year	11	(6,477)	(8,420)
Net current assets		6,174	5,146
Total assets less current liabilities		6,194	5,150
Provisions for liabilities	13	(29)	(29)
Total net assets		6,165	5,121
The funds of the charity			
Unrestricted income funds	15	6,165	5,121
Total charity funds		6,165	5,121

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime under the Companies Act 2006 and FRS 102.

The accompanying notes from pages 22 to 34 form part of these financial statements.

The financial statements were approved by the Trustees and authorised for issue on **10 August 2023** and signed on their behalf by:

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aidar Gorfa

Richard Crompton Chair

tereubank

Jo Greenbank Company Secretary

I. Accounting policies

Basis of preparation

The financial statements have been prepared on a going concern basis in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective I January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Board, after reviewing the charitable company budget for 2022/23, are of the opinion that, taking account of severe but plausible downsides, the company will have sufficient funds to meet its liabilities as they fall due for a period of 12 months from the date of approval of the financial statements. The Board therefore continue to adopt the going concern basis in preparing the annual financial statements.

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

Income recognition

Fees for support services

Fees for support services represent care charges and grants receivable from Primary Care Trusts and local authorities, under grant funding agreements, for services provided in the year by Discovery for care and supported living, including charges to residents. Care charges and revenue grants from local authorities are recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income received in advance for the provision of specified services is deferred until the criteria for income recognition are met (see note 12).

Donations

Donations are recognised when the Charity receives such in cash.

Apportionment of direct staff, occupancy, and other costs

Direct colleagues, occupancy and other costs have been apportioned to the relevant section of the Income and Expenditure account on the basis of costs of the staff engaged on operations dealt with in these financial statements.

Fixed assets and depreciation

All assets are stated at cost less depreciation with the exception of donated assets, which are initially included at their fair value as at the date of donation. Assets having a value below $\pounds 1,000$ are not

capitalised but are expensed through the income and expenditure account. No depreciation is charged on freehold land.

Where an asset comprises two or more major components which have substantially different useful economic lives, each component is depreciated separately over its useful economic life.

Depreciation of tangible fixed assets is charged in annual instalments, on a straight-line basis, commencing from the date of acquisition, at rates estimated to write off their cost less any residual value over the expected useful lives which are as follows:

	Years
Building/Structure	80
Pitched roof coverings	80
Windows and doors	40
Electrical installations	40
Bathrooms	20
Boilers	15
Kitchen and utility rooms	10
Furniture, fittings and office equipment	4-7
Vehicles	4

Any assets that are impaired in value are written down to their recoverable amount.

The Charity has assessed whether there is any indication that any asset may be impaired and has found none.

Expenditure

All expenditure including support costs, other than that which has been capitalised, is charged against income on an accrual's basis. Expenditure includes VAT which cannot be recovered and is reported as part of the expenditure to which the VAT relates.

Expenditure is apportioned on the following basis:

- a) costs attributable solely to one activity are allocated to that activity.
- b) costs attributable to more than one activity are apportioned between activities as follows:
 - colleagues and occupancy costs are apportioned on the basis of estimated person hours spent on each different activity;
 - communication, stationery and printing and computer costs are apportioned based on estimated usage for each activity; and
 - depreciation is apportioned based on the estimated usage of the relevant assets.

Governance costs relate to the costs of running the Charity as a statutory body and include audit fees, certain legal and professional fees, and the costs of Trustee and member meetings. No support costs are allocated to governance costs as any allocation would be immaterial.

Operating leases

Under section 20 of FRS 102, the Charity classifies the lease of properties and vehicles as operating leases; the title to the properties and vehicles remains with the lessor. The property leases are for ten years or less, whilst the economic life of such properties is normally sixty years.

Rentals paid under operating leases are charged against income on a straight-line basis over the lease term.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Management assesses recoverability of trade debts and provisions are applied on debts deemed doubtful of recovery in line with the Group's policy as follows:

Less than 180 days	0%
181 days to 360 days	50%
Above 360 days	100%

Creditors and provisions

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.

Unrestricted funds

Unrestricted funds represent those assets, which may be used at the Trustees' discretion for any purpose consistent with the aims of the Charity. The designated fund is the portion of the unrestricted funds of the Charity that has been set aside to fund social projects within Somerset by the Trustees. Designated funds are expected to be spent within 12-24 months of being earmarked.

Transfers between funds

Transfers are made between funds as follows: an amount of net income, decided upon each year by the Trustees, is transferred to a designated fund earmarked to fund social projects in Somerset.

Pension costs

The Charity operates defined contribution pension schemes. The costs under these schemes are charged to the income and expenditure account as incurred. The Charity also contributes to the defined benefit pension scheme of some colleagues. Somerset County Council, however, retains responsibility for any scheme deficit, so no liability will fall to the Charity.

With no liability falling to the Charity in regard to the pension deficit there is no requirement for Discovery to include the FRS 102 disclosures in these accounts.

Significant judgements and estimates

To prepare the accounts, trustees and management have made judgments and estimates. The most significant are:

- Income recognition: The charity receives a range of income stream and the approach to accounting for them is covered by income recognition policy above.
- Provisions and accruals: Provisions such as bad debts and accruals for expenditure require assumptions and estimation techniques. These are based on experience, knowledge of management and evidence of past experience.
- Cost allocation and recharges: The allocation of support costs requires a judgment as to what the most appropriate cost drivers are to apply.

In the view of the Trustees, no assumptions concerning the future of estimation uncertainty affecting asset and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Statement of cash flows

Discovery has taken advantage of the disclosure exemption granted to qualifying entities under FRS 102 from Section 7: Statement of Cash Flows and accordingly no statement of cash flows has been produced. The cash flow of the Charity is included within the group cash flow in the statutory accounts of its parent, Dimensions UK, and further details on how to view these accounts can be found in note 20 of these accounts.

2. Provision of Person-Centred Support Analysis of Income

	2023	2022
	£'000	£'000
Fees for support services		
Income from support services	32,456	32,435
	32,456	32,435

3. Provision of Person-Centred Support

	2023	2022
	£'000	£'000
Support costs (note 4)	19,687	20,410
Occupancy costs	2,813	3,114
Other costs	8,801	7,894
Depreciation (note 9)	5	8
Governance costs (note 5)	106	173
	31,412	31,599

4. Provision of Person-Centred Support – analysis of support costs

	2023	2022
	£'000	£'000
Wages and salaries	17,043	17,777
Colleague training	327	331
Social security costs	1,398	1,328
Employer's pension contributions	919	974
	19,687	20,410

Included in payroll costs for the year is redundancy payment of £48k.

None of the Trustees (or any persons connected with them) received any remuneration during the year for their Trustee roles. Trustees were reimbursed £nil for travel expenses (2022: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: £nil).

5. Colleagues

	2023	2022	2023	2022
	Number	Number	Number	Number
	Headcount	Headcount	*FTE	*FTE
Average Number of Colleagues				
Colleagues directly providing person-centred support	794	847	518	567
Administrative colleagues	57	100	51	87
	85 I	947	569	654

*FTE: Full Time Equivalent.

Remuneration of colleagues (including taxable benefit in kind, excluding employer's pension contribution) exceeding $\pounds 60,000$ in the year is in the following bands:

	2023	2022
	Number	Number
£70,000 to £79,999	2	2
£60,000 to £69,999	3	2

6. Governance Costs

2023	2022
£'000	£'000
32	22
60	136
14	15
106	173
	£'000 32 60 14

7. Net Expenditure For The Year

	2023	2022
	£'000	£'000
This is stated after charging:		
Depreciation	5	8
Audit of these financial statements	14	15
Operating leases – land and buildings	468	570
Operating leases - vehicles	204	241
Operating leases - photocopiers	10	10

8. Taxation

Discovery is a registered charity and as such is not subject to Corporation Tax on its charitable income and gains.

9. Tangible fixed assets

	Fixtures, fittings, and office equipment
	£'000
Cost or Valuation	
At I April 2022	28
Additions	28
Disposals	(7)
At 31 March 2023	49
Depreciation	
At I April 2022	24
Charge for the year	5
At 31 March 2023	29
Net book value	
At 31 March 2023	20
At 31 March 2022	4

10. Debtors

	2023	2022
	£'000	£'000
Trade debtors	3,150	2,497
Other debtors	33	-
Prepayments and accrued income	286	257
Amounts due from Group Companies	7,400	-
		2 754
	10,869	2,754

II. Creditors: amounts falling due within one year

	2023	2022
	£'000	£'000
Trade creditors	410	182
Other creditors	58	48
Accruals	I,687	2,686
Deferred income (note 12)	3,949	4,586
Taxation and social security	373	388
Amounts owed to Group and associated undertakings	-	530
	6,477	8,420

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12. Deferred income

	£'000
Balance as at 1 April 2022	4,586
Amount released to income earned from charitable activities	(4,586)
Amount deferred in year	3,949
Balance as at 31 March 2023	3,949

Deferred income comprises advance billing for services which ended after the reporting date. The portion of the invoice relating to the next reporting period has been deferred and released in the period in which the service has been delivered.

13. Provisions for liabilities

	£'000
Dilapidations	
At I April 2022	29
Released	-
At 31 March 2023	29

14. Share capital – non equity

The Company, which is incorporated under the Companies Act 2006, is limited by guarantee and as such has no share capital. The liability of each member is limited to $\pounds I$, being the amount guaranteed.

15. Movement in Fund	ls				
	At I April 2022	Incoming resources	Outgoing resources	Transfers	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000
Unrestricted funds:					
General fund	3,963	32,456	(31,412)	(40)	4,967
Designated fund	1,158	-	-	40	1,198
Total unrestricted funds	5,121	32,456	(31,412)	-	6,165

The General fund represents the 'free reserves' after allowing for all designated funds.

Discovery is a social enterprise formed from a ground-breaking partnership between Dimensions and Somerset County Council, together with customers, family, carers and staff. As such, it created a designated fund so that 50% of the net income generated by Discovery can be earmarked to fund social projects within Somerset. In the current year, the designated fund was revised to 33%. The total amount raised for this purpose to date currently stands at £3,973K (2022: £3,611K).

16. Unrestricted funds

	£'000
At I April 2022	5,121
Surplus for the year	1,044
At 31 March 2023	6,165

17. Capital Commitments

As at 31 March 2023, the Charity had no capital commitments (2022: £nil).

18. Commitments under operating leases

The total of future minimum lease payments under non-cancellable operating leases for each of the following periods are as follows:

	2023	2023	2022	2022
	Land and buildings	Other	Land and buildings	Other
	£'000	£'000	£'000	£'000
Due:				
Not later than one year	494	151	494	146
Later than one year and not later than five years	1,895	195	١,870	155
Over five years	389	-	I.	-
	2,778	346	2,365	301

19. Related Parties

Dimensions UK, the parent of the Charity, has apportioned and charged $\pounds 2,206k$ (2022: 1,905k) of central overhead costs to Dimensions Somerset SEV during the year. These are apportioned based on the total direct costs of providing social housing and other activities in each entity within the Group. Intercompany balances are settled in cash periodically. At 31 March 2023, the Charity had a receivable of $\pounds 7.4M$ from Dimensions UK (2022: payable of $\pounds 530k$).

There are no other related party transactions or outstanding balances during the year (2022: £nil).

20. Controlling Party

Discovery's parent association and controlling party is Dimensions (UK) Limited, a charitable registered society under the Co-operative and Community Benefit Societies Act 2014 registered number 31192R.

The principal purpose and activities of Dimensions (UK) Limited and its subsidiaries is the provision of person-centred support packages, with housing, for people with learning disabilities and autism.

The public can obtain the consolidated accounts of Dimensions (UK) Limited that include the Charity's accounts via the website <u>www.dimensions-uk.org</u> or by writing to the registered office address on page 2 of this report.

21. Off-Balance Sheet Arrangements

Dimensions Somerset SEV Limited, along with the other entities in the Dimensions Group, became party to a £10m Revolving Credit Facility with HSBC plc on the 7 April 2017 (ending on 7 Apr 2027), whereby the liabilities to HSBC of each of the entities within the Dimensions Group are cross guaranteed by the others. Any amounts drawn down are held in the balance sheet of the parent of the Charity.

Dimensions Somerset SEV Limited also became party to a \pounds 6.5m pension bond facility with HSBC plc on 1 April 2017, whereby the liability to HSBC is guaranteed by the company and the parent Dimensions (UK) Limited.