

REGISTERED COMPANY NUMBER: 03447762 (England and Wales)
REGISTERED CHARITY NUMBER: 1065503

**REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020
FOR
OASIS PROJECT LTD**

OASIS PROJECT LTD

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for the Year Ended 31 March 2020**

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OASIS PROJECT LTD

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 MARCH 2020**

TRUSTEES

R Cashman (resigned 17.9.19)
C M Cochrane
T Favier (resigned 21.1.20)
C Goss
G Whensley
J R A Taylor (resigned 21.1.20)
D Chapman (appointed 21.5.19)
B S F Lewis (appointed 21.5.19)
J Irwin (appointed 21.1.20)
H Misselbrook (appointed 26.11.19)

COMPANY SECRETARY J Welsh

REGISTERED OFFICE

Globe House
3 Morley Street
Brighton
East Sussex
BN2 9RA

REGISTERED COMPANY NUMBER 03447762 (England and Wales)

REGISTERED CHARITY NUMBER 1065503

AUDITORS

Richard Place Dobson Services Limited
Chartered Accountants
1-7 Station Road
Crawley
West Sussex
RH10 1HT

OASIS PROJECT LTD

REPORT OF THE TRUSTEES for the Year Ended 31 March 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of 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 1 January 2015).

OBJECTIVES AND ACTIVITIES

1. Object

The objects of the Charity ("the Objects") are

1.1 To preserve and protect the physical and mental health of and to promote the care, treatment and rehabilitation of any person in particular but not exclusively living in Brighton and Hove, Lewes and the surrounding district who:

1.1.1 Wish to reduce or cease substance misuse;

1.1.2 Are currently on a detoxification or maintenance programme, or require continuing care after leaving a rehabilitation service;

1.1.3 Are ex-substance misuse's or at risk of relapse;

1.1.4 Are the partners, family or children of substances misuse's.

1.2 For the public benefit, to advance education about the dangers of addiction to and involvement in the use of any prescribed or illicit substance.

1.3 For the public benefit, to advance education about the care, treatment and rehabilitation of persons who are addicted to, or involved, or at risk of becoming involved in the use of prescribed or illicit substances.

OBJECTIVES AND ACTIVITIES

Our Vision and Values

Positioning Statement

We give help and hope to women, children and families affected by drug and alcohol problems. We help people find the strength and opportunities to make choices that lead to change. Not just for themselves, but for their families, their friends and their communities. For all of us.

Core Truths

- Anybody can develop a problem with drink or drugs - whatever their background or situation.
- It is harder for women to escape drug and alcohol problems - they need specialist help
- Drug and alcohol problems don't just affect the individual - but everyone around them
- Drink and drug problems aren't just the cause of a difficult life, they're a symptom of one
- A bad start in life doesn't have to mean a bad end
- We're not here to 'fix' anyone -we're here to help women make choices that lead to change.
- We know that one size doesn't fit all - we look at the individual

Values

In consultation with its staff, management, volunteers, Trustees and service users, Oasis established a revised set of values:

- Equality

We are a champion for equality, providing a non-judgemental service which respects the needs of its clients in all their diversity and recognises that one size does not fit all.

- Accountability

We do what we say we are going to do and work with integrity, never losing sight of our responsibility for our actions

- Caring

We deliver all our services with respect for individuals and our day to day interactions are characterised by compassion and kindness

- Creativity

We use our unique insight and experience to problem solve, recognising the value of innovation when working with individuals and families

- Collaboration

We work together with our clients, their families friends and networks and our professional partners to provide the best care possible, to keep people safe and to bring about positive change

- Learning

We continue to develop and evolve our services to better meet the needs of our clients, facilitating involvement and feedback at every opportunity

- Community

Underpins the above values

OBJECTIVES AND ACTIVITIES

How our activities benefit the public

In accordance with the Charities Act 2006, Oasis is required to confirm that the activities it undertakes to achieve its objectives are all carried out for the public benefit as described by the Charity Commission. The Trustees have described in this report the charitable public benefit of our activities. The Trustees regularly review Oasis' progress against its aims and objectives and confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission.

Oasis provides specialised substance misuse treatment and support to women as well as support for children and young people affected by substance misuse in the family. We remain one of the only gender specific services in the UK.

Substance misuse creates significant problems within the UK and Brighton and Hove have high rates of substance misuse. The impact of this on the individual, the family and society are significant and wide ranging. Treatment for substance misuse has been proven to create economic and social value and addresses some profound inequalities present in society.

Our services support some of the most vulnerable adults and children in the City of Brighton and Hove and across East Sussex. It is noted that the adults we work with are often living in poverty, experience high levels of violence and abuse and face inequality in health outcomes. Our interventions aim to support people to make positive choices that affect their health and wellbeing.

OBJECTIVES AND ACTIVITIES

Overview of our Activities

Oasis has a portfolio of activities that have at their core a drive to address inequality and social justice issues. We provide treatment and support services for women in Brighton & Hove and East Sussex with a drug /alcohol problems. We also provide services to women who work in the sex industry. We provide services for children and young people who are affected by drugs and alcohol in the family. We provide support for men and women with multiple and complex needs as part of a system change initiative. We take a gender specific approach to addressing substance misuse in recognition of the specific needs of women and their under representation in treatment services.

We have developed a specific treatment programme called POCAR which addresses the harm to children as a result of parental substance misuse. We work with both men and women on this programme whose children are open to social services.

Since April 2017, Oasis has been part of the Fulfilling Lives project delivery in East Sussex, hosting two teams of staff (based in Hastings and Eastbourne) to deliver specific services to people with multiple and complex needs.

Young Oasis includes a crèche for children aged 0-11 as well as therapeutic services for children and young people aged 5-18. We also offer a specific therapy service for young women aged 18-25.

Services for Adults with a Substance Misuse Problem

Adult services - Brighton and Hove

Oasis delivers drug and alcohol treatment services to women over 18 years of age. These services delivered as part of the Pavilions Partnership with a subcontract from Cranstoun, the provider which holds the overall contract with the local authority, until end March 2020. The process of re-tendering for the contract to deliver substance misuse treatment in Brighton & Hove began in August 2019. Oasis was part of this process and bid in partnership with the lead provider who was awarded the contract, Change Grow Live. This means Oasis will continue to be part of the treatment delivery partnership, working with adult women with drug/alcohol problems in Brighton and Hove for 5 years from April 2020.

Oasis delivers all aspects of treatment for women from initial assessment and support through to 1-1 keywork support, care co-ordination and delivery of psychosocial and group interventions. Oasis partners with Pathways to Health to offer auricular acupuncture, which helps clients to manage their cravings.

Our Adult Service provision in Brighton & Hove is regulated by the Care Quality Commission. We were inspected by the CQC in June 2019 and were awarded an overall rating of 'Good'. We received a rating of 'Good' under the areas of 'safe', 'effective', 'caring' and 'well-led' with a rating of outstanding under the area of 'responsive', with the report stating "People's individual needs and preferences were central to the delivery of services".

POCAR (Parenting Our Children Addressing Risk)

We continue to deliver POCAR to parents whose children are at risk or in need due to their parent's substance misuse. The programme offers 16 weeks of structured support around parenting and substance misuse. It includes group work around goal setting and relapse prevention and offers relationship support, self-esteem building as well as an opportunity to participate in creative activities.

Women are offered 1-1 Keywork sessions with an individual worker alongside additional activities such as peer support and acupuncture.

Our male POCAR service operates from a separate building and though the numbers of men referred is less than women it continues to be an important intervention for families where substance use is a feature in children's lives. This programme includes elements of 1-1 support and group work. We have received very positive feedback from our male service users. Whilst Oasis retains its core focus on the needs of women and will continue to deliver a gender-specific service model, it recognises that men have a significant role to play in the safe care and wellbeing of children and that programmes should address this need. Supporting men to undertake the parenting role is a key issue to undertake in addressing gender equality.

OASIS PROJECT LTD

REPORT OF THE TRUSTEES for the Year Ended 31 March 2020

OBJECTIVES AND ACTIVITIES

Overview of our Activities

Oasis Women's Recovery Service (O.W.R.S.) - East Sussex

This service, funded by East Sussex County Council (ESCC), has been established since 2016. OWRS offers 1-1 support to women with drug/alcohol problems alongside delivery of groups in Hastings, Eastbourne and Uckfield. We work in partnership with organisations across the county, aiming to ensure that there is good provision for women wherever they live. The service is funded until end March 2020 but we have been invited to tender for Innovation funding from ESCC in order to continue delivery of the OWRS service for a further year.

Sex Workers Outreach Project (SWOP) - Brighton and Hove

Our SWOP service is a specialist outreach service for women involved in the sex industry.

We have delivered SWOP in Brighton & Hove for the past 18 years and as such have vast experience identifying, engaging with and supporting women who have been victims of sexual violence and exploitation as well as supporting those women who have made an active choice to work in the sex industry to work more safely and to access health services. We adopt a proactive approach to identifying women working in the local area and helping them to be safe and well. We support women who are vulnerable asserting for their rights locally which may include helping them to report crimes. SWOP is funded by Brighton & Hove City Council.

SWOP Sussex - pan Sussex

In July 2017 we began a project to expand the delivery of or SWOP service across Sussex with a 3-year grant from the government's Tampon Tax fund. The service aims to increase the safety and wellbeing of women involved in sex work, improve outcomes for women involved in sex work in relation to recovery from sexual violence and abuse and improve outcomes for women with complex needs who are involved in the sex industry. The contract ends 31 March 2020.

Fulfilling Lives - East Sussex

Since April 2017 we have been part of a national initiative aimed at improving front line responses to men and women with multiple and complex needs. Working with very small caseloads these teams in Hastings and Eastbourne are attempting to understand the problems people with complex needs meet in service provision and actively increase service user involvement in commissioning processes. This project is funded by the National Lottery. The teams in East Sussex support around 40 individuals at any time, a specialist focus is on women with multiple and complex needs who make up over half the case load. The project is funded until end June 2021.

Back on Track project

Since December 2018, Oasis has delivered the 'Back on Track' project in a City-wide partnership to improve outcomes of children of alcohol-dependent parents with direct interventions for Young People as well as work with parents to increase numbers in treatment with alcohol problems. Within this project, we deliver therapy for CYP and have a Family Practitioner whose role is focused on working with parents to support them to understand the impact of their alcohol misuse on their children and to support them into structured treatment.

Reducing Parental Conflict project

In April 2019 we were awarded funding under the Challenge Fund from the Department of Work and Pensions under their national 'reducing parental conflict' priority, which focuses on engaging parents (and particularly fathers) with drug and alcohol problems in support, to improve outcomes for their children. Under this project we offer the Father's Service (1:1 therapeutic and parenting support for Dads), Parents as Partners (a parenting programme delivered to both parents which focuses on improving communication and reducing conflict) and the Father's Network (a facilitated forum for professionals to reflect on their work with fathers and challenges in engaging fathers in support).

OBJECTIVES AND ACTIVITIES

Overview of our Activities

Services for Children and Young People (Young Oasis)

Crèche

From its inception, Oasis has provided a crèche for babies and children, enabling parents with childcare responsibilities to access treatment for their substance misuse or engage in recovery based activities. The crèche remains an integral part of our commitment to safeguarding the health and wellbeing of children and young people and provides a valuable early intervention for some of the most vulnerable families in the community. The majority of children accessing the crèche are known to social services, indicating their vulnerability. The early support and intervention they receive helps them to thrive and contributes to the achievement of their milestones.

Babies and children from a few weeks to 5 years old attend the crèche whilst their parents receive treatment. Older children up to 11 years also attend during school holidays. Some children may attend the crèche several times a week for over a year, whilst others attend more sporadically or for shorter periods.

Staff working in the crèche have appropriate child care qualifications and receive training around the particular issues for our cohort of children.

The creche is funded by Trusts and Foundations funding.

Mellow Parenting

With funding from BBC Children in Need Main Grant, Oasis delivers Mellow parenting: an attachment-based parenting programme for mums with experience of a substance misuse problem. The crèche supports the delivery of this programme in that children attend the crèche for part of the day while their parents access the programme.

Therapy for Children and Young People

Young Oasis works with Children and Young People aged from 5-18 who are affected by substance misuse in the family. Children living in a family where there are drug and alcohol problems have been shown to face a range of difficulties. The service primarily delivers 1-1 support in a way that is appropriate for the child's age and development. The initial therapy offer is 16 weeks, but some children have this extended if their circumstances indicate this is required. We also deliver some group activities for children during the school holidays, which are intended to reduce their isolation, increase their resilience and expose them to a broader range of experiences. The service is funded by a combination of statutory and charitable funding, including a grant from Breadsticks Charitable Foundation.

Young Women's Therapy Service

Our Young Women's Therapy service offers 16 weeks of 1:1 therapy to women aged 18-25 with experience of early trauma which has made them vulnerable to a range of problems and disadvantages. These include involvement in the criminal justice system, problems with drug and alcohol use, sexual exploitation, experiencing poor mental and physical health as well as vulnerability to abusive relationships. The service is led and delivered two days per week from our Young Oasis centre by a Therapist who has a background working with childhood trauma and a particular specialism around the experience of young women. It aims to build resilience and increase wellbeing in the young women in order to counteract some of the harm caused by their early trauma. This service is funded by the Bloom Foundation.

Hastings YP Therapy

Our therapy service in Hastings for children and young people affected by substance misuse in the family runs for one day per week. There is still very little provision for this cohort of young people in the East Sussex area but we continue to build partnerships with local services in order to expand the reach of this work. This service is supported by a BBC Children in Need Small Grant.

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REPORT OF THE TRUSTEES for the Year Ended 31 March 2020

ACHIEVEMENT AND PERFORMANCE

Strategic Review

Our priorities for the three years from 2018 were identified as follows:

Improve quality and outcomes for our beneficiaries
Ensure Financial Stability
Be a good employer and partner

Our main aims are as follows:

1. We will work together in partnerships to improve access to support for women, children and families. We will continue to advocate for gender specific services
2. We will invest in our people, training and infrastructure to better support staff in their roles and to ensure we are delivering efficient effective care
3. We will improve the outcomes we deliver for the people and communities we serve
4. We will develop a digital strategy that reflects what we know about our clients needs
5. We will ensure our long-term sustainability as an organisation by managing our finances well and ensuring that we seek fair reward for the services we provide

ACHIEVEMENT AND PERFORMANCE

Achievements and Performance

Oasis has a range of services developed to meet specific needs. Some of these are core service provision whilst others are developed on a project or time limited basis. Services are developed in line with strategic and operational plans. We work in partnership with a number of other organisations both in formal arrangements and more informally. The following represent significant achievements for the organisation in the past 12 months in relation to our strategic aims above:

- Oasis was part of the successful partnership bid with lead provider CGL for the delivery of drug & alcohol treatment in the City of Brighton & Hove. This enables us to continue delivery of work in line with our organisational purpose and speaks to the value Oasis offers to the City in terms of meeting the specific needs of women with drug and alcohol misuse issues. During the year, we worked with 320 women through Adult Services and we expect this to increase next year.

- Oasis' Adult Service provision in Brighton & Hove is regulated by the Care Quality Commission. We were inspected by the CQC in June 2019 and were awarded an overall rating of 'Good'. Oasis received a rating of 'Good' under the areas of 'safe', 'effective', 'caring' and 'well-led' with a rating of outstanding under the area of 'responsive', with the report stating "People's individual needs and preferences were central to the delivery of services"

- Oasis enters the second year of 'Back on Track'; a programme of activity led by Brighton & Hove City Council and delivered in partnership with a number of organisations across the City with the aim of improving outcomes for children of alcohol dependent parents

- Following the success of our 12-month 'Reducing parental Conflict' project, which ended 31 March 2020, the Department of Work and Pensions have agreed to extend funding for its delivery for a further 9 months to Dec 2021.

- Oasis was successful in a bid to The Bloom Foundation for continuation funding for our Young Women's Therapy service, which offers individual therapy to women 18-25 years who have experienced early trauma. This service is now funded until end Sept 2021.

- Oasis' portfolio of service delivery in East Sussex continues to strengthen. Oasis Women's Recovery Service has funding until end of March 2020 and we have been invited by ESCC to bid for further funding for this service. We have bid for a Small Grant from Children in Need to continue delivery of our Young Oasis Hastings therapy service.

- Delivery of the Tampon Tax funded project to expand delivery of the Sex Worker's Outreach Service ends 31 March 2020 and the project has over-delivered against its targets and KPIs in terms of outputs and outcomes for women involved in the sex industry. We have undertaken a Social Value evaluation of this project in conjunction with Envoy and the paper will be delivered in 2020. During the life of the project we supported 196 women during the course of this project against a target of 150.

- Oasis continues to hold an Investors In People status and has this year become a Brighton Living Wage Employer.

- In line with our strategic aim to strengthen our organisational infrastructure and invest in our staff, a 'Developing Our People' (DoP) strategy and working group has been implemented, led by HR and Business Development. Actions flowing from this strategy this year have included:

- delivery of two staff away days
- delivery of a series of leadership development sessions
- development of a new Competency Framework and staff appraisal mechanisms in line with our values around quality of delivery as well as staff development, progression and aspiration
- renewed focus on staff wellbeing including the introduction of a Wellbeing Champion and the 'Wellbeing Hour' (an hour a month for staff to take time for themselves)

ACHIEVEMENT AND PERFORMANCE

Achievements and Performance

- During the year, we have appointed four new Trustees including a new Chair. Trustees were provided with a robust induction to the organisation and their role. This included an away day which included Managers and Service Leads which informed ongoing strategy and action planning for the Board.

- Initial planning and response to Covid-19 Pandemic started at the very end of the year. As the impact of the outbreak began to be realised, Oasis prepared to pivot operations virtually overnight in order to continue delivery of quality services to women, children and families. The impact of the pandemic and the organisational response to these challenges will be felt in 2020-21.

FINANCIAL REVIEW

Financial position

The financial position of the organisation is a primary concern for the board of trustees with Finance and Fundraising sub group meeting every 2 months for scrutiny and to review performance.

Income in 2019/20 was £1,306k compared with £1,272k for 2018/19. Despite still working in an arena of constrained public spending, Oasis has successfully increased income via statutory sources and has a robust strategy around fundraising and income generation which involves diversification of income sources. The new subcontract with CGL over a 5-year period does provide Oasis with some financial stability to deliver our core services.

Expenditure in 2019/20 was £1,305k compared with £1,313k in 2018/19. The accounts therefore show a Net Income surplus of £1k in 2019/20 compared with a Net Income deficit £41k in 2018/19.

Unrestricted Funds are unchanged from last year at £231k and Restricted Funds have increased by £1k to £36k

Fundraising

The principal sources of funding for Oasis Project are grants and contracts.

Reserves Policy

The Finance and Fundraising sub group has again reviewed and updated the reserves policy of the charity this year.

The Charity is currently dependent on a wide range of income coming from contracts, grants and donations to provide financial stability.

Income streams can change over the course of a year as service funding ends and new sources of funding are sought. Financial reserves are required to ensure that the facilities, management and support for the charitable services provided can continue unchanged at such times.

The Trustees have agreed to keep a certain level of financial reserves which will be built up from unrestricted income.

These reserves will ensure that:

- the central facilities, management and support can continue for a period of 6 months so that charity services can continue while new sources of funding are secured. We have calculated that Reserves for this purpose need to be £161k.
- in the worst case scenario leading to closure, the Trustees would also wish to meet its statutory and contractual obligations to staff and suppliers. We have calculated that reserves for this purpose need to be £103k.

Therefore unrestricted reserves of £264k are required.

The accounts show that our unrestricted reserves are £231k which is £33k short of the policy level. The Trustees are committed to build reserves to the required level but recognise that this cannot be achieved in the next financial year given the investments required to develop the charity and the potential impact of Covid 19.

PLANS FOR THE FUTURE

Oasis' roots lie in the delivery of substance misuse treatment for women; although we have expanded our provision to meet a number of other related health and social care needs we are at our core an expert provider of substance misuse treatment services. In early 2020 we received the news that Oasis was part of the winning tender for the contract for provision of treatment services within the City of Brighton and Hove, following the retendering process. The new contract starts in April 2020 and our efforts will be focused on implementing the new partnership and ensuring Oasis can maintain the quality of its delivery and the unique, specialist nature of its approach within a climate of increasing caseloads.

Oasis is proud of its history as a provider of treatment and support services for women and children. Advocating for and sustaining gender specific treatment services in a market which is increasingly competitive is a challenge, but a challenge we remain committed to. We want to build on our success, ensure our services are effective and put people's experiences at the heart of our provision. We will provide quality services for women, children and families, including the most vulnerable, with a focus on outcomes. We will continue to advocate for and provide services that recognise the unique life experiences of women, children and men affected by substance misuse.

In the current climate a number of challenges face Oasis as an organisation:

- The continuing impact of austerity; previous reduction in government and local authority spending / future economic impact of the Covid-19 pandemic
- Impact of technology on our service delivery
- New commissioning, financing and evaluation methods
- A treatment sector dominated by large providers
- Increasing burden of bureaucracy

These challenges impact across our portfolio of work and our strategy will address how we mitigate some of these challenges.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Structure, Governance and Management

Memorandum and articles incorporated 10/10/1997 as amended by special resolution(s) dated 09/02/1999 new articles adopted by special resolution dated 19/10/2005 as amended by special resolution registered at Companies House on 09/10/2012.

Board of Trustees

The Board of Trustees is responsible for the strategic direction and ensuring overall performance of the organisation. Day to day management of the organisation is delegated to the Director of the organisation. The board meets every 2 months and sub groups undertake more scrutiny of specific areas. The Board of Trustees includes a representative with lived experience of substance misuse. Board members take the lead on different areas of organisational governance. The sub groups in operation are:

- Finance and Fundraising
- Human Resources and Health and Safety
- Risk Management and Quality Assurance

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of trustees

Within the past 12 months 3 Trustees have resigned from the board; Rachel Cashman resigned on 17 September 2019 after 19 months on the board, Jessica Taylor (Co-Chair) resigned on 21 January 2020 after four years on the board and Tina Favier (Co-Chair) resigned on 21 January 2020 after three years on the board.

Four new trustees were appointed during the year: Bibi Saleema Fatma Lewis and Daniel Chapman on 21 May 2019; Helen Misselbrook on 26 November 2019. Josie Irwin was appointed as the new Chair on 21 January 2020.

We have a robust board of trustees who bring an excellent range of skills and commitment to Oasis Project. There is very good attendance at board meetings and sub groups and a commitment to drive the organisation forward.

The Trustees, who are also the Directors for the purposes of company law, and who served during the year were:

Mr C Goss

Ms G Whensley

Ms C Cochrane

Ms J Irwin Chair (appointed 21/01/20)

Miss H Misselbrook (appointed 26/11/19)

Dr B S F Lewis (appointed 21/05/20)

Mr D Chapman (appointed 21/05/20)

Ms J Taylor Co-Chair (resigned 21/01//20)

Ms T Favier Co-Chair (resigned 21/01//20)

Ms R Cashman (resigned 17/09/19)

Induction of trustees

Potential trustees meet with both the CEO and the Chair and are provided with information about the role and responsibilities of a trustee. Alongside information about their role and about the organisation, potential and newly recruited trustees are given information from the Charity Commission and other external sources. Oasis requires all Trustees to undertake Safeguarding training. Trustees receive ongoing support in their role. Trustees are asked to develop a specific area of interest. The Board engaged in an away day in January 2020, during which each Project/Service Lead presented an overview of their service area and plans/aspirations for the future. The aim of the away day was to enhance new board members' understanding of the organisation and services and to focus and facilitate planning for the year ahead.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The organisation is led by a CEO, who oversees the organisation's clinical, operational and strategic direction. The Head of Business Development leads on income generation and business operations including HR. Each project and service within the organisation has its own Manager who manages their team of staff and reports into either the CEO or Head of Business Development.

On 31.03.2020 Oasis employed 45 people on a mixture of full time and part time hours. 17 of these employees worked on a full-time basis. 28 of our employees worked part-time, ranging from 7.5 hours per week to 33.5 hours per week. Overall, the working hours of the 28 part time workers equated to 14.45 full time equivalents.

Of the 45 employees, 28 were on permanent employment contract and 14 were on fixed term contracts with varying contract end dates. 3 employees were on zero hours contracts, all of whom were on our bank staff as Early Years Workers in the creche.

During the period 1.4.19 to 31.3.20 there were 18 new starters and 14 leavers. Of the 14 who left, 2 were as a result of the end of fixed term contracts; 1 was as a TUPE transfer to another organisation; 11 were resignations.

Oasis holds Investors in People status. Data related to HR matters is reviewed at Board level via the HR and Health and Safety sub-group. Oasis employs an external HR Consultant and a Charity Accountant to lead on HR and Financial Management. Both consultants have worked with Oasis for over 5 years.

Our People

The majority of staff are female and work part time. We invest significantly in training and development. As an organisation committed to the rehabilitation and recovery of people who have experienced problems with drugs and alcohol we are proud of offering employment to those who have overcome these issues. We employ staff from a range of professional disciplines including social work, nursing, medicine, childcare, counselling, and psychotherapy. All staff have access to regular management supervision and depending on role, additional external (clinical) supervision. There are several meetings and forums where staff can contribute ideas and suggestions about the work of the organisation. We have worked alongside Brighton Housing Trust to provide internships for people who are returning to the workplace after a long break and who have had problems with their mental health or substance misuse. We provide placements for professionals in training from both local Universities. This includes student nurses, student social workers and medical students. This year we provided an internship for a Psychology student from University of Sussex for the second time.

Leadership

The organisations' day-to-day operations and overall strategy is led by CEO Jo-Anne Welsh. Jo-Anne is a Registered General Nurse who has worked across the statutory and voluntary sector in a variety of clinical and managerial roles. She has developed strong alliances with partners involved in the health and social care of people with substance misuse problems. Jo-Anne is the Safeguarding Lead for the organisation. The Head of Business Development post has been in place since December 2018, reporting into the CEO. This role was put in place in response to the increase in new projects and geographical spread and to establish a focus on income generation and business development. The post has project and people management responsibilities and works to enhance the effectiveness of the well-established 'frontline' managers. The team come from a range of disciplines including social work and psychotherapy. Managers are experts in their field having developed their skills and knowledge over many years. There are a range of opportunities to develop management and leadership skills. One Senior Manager achieved a Clore Social Leadership Fellowship this year, with a further member of staff undertaking the course currently. To further support organisational infrastructure, we will be appointing a Policy and Development Manager from April 2020.

**REPORT OF THE TRUSTEES
for the Year Ended 31 March 2020**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Senior Staff Remuneration

Oasis does not have an automatic annual pay increase. However, pay levels are reviewed each year by senior management and the board as part of the annual budget cycle. Oasis's financial situation and its ability to fund any increases is used to help inform the decision-making process. Senior Staff pay is determined by the Board of Trustees. We have made adjustments this year to some staff salaries which have this year made Oasis a Brighton & Hove Living Wage employer. At present, Oasis does not pay salaries directly in line with any specific pay/grading structure. Job descriptions are evaluated based on the level of responsibilities and nature of the tasks and the salary rate is benchmarked against the rates of pay of colleagues and also against similar jobs in similar other organisations and businesses. This is done by researching job vacancy advertisements.

Risk management

Risk management within the organisation is overseen by a sub group, chaired by a trustee. This sub group was reviewed at the end of 2017 and is attended by trustees Dr Richard Kerlake and Ms Rachel Cashman alongside staff from within the organisation. An action plan is in place to manage the quality and risk management programme of work. The organisation uses a risk register to manage key risks and identify factors to mitigate these. Any new risks are brought to the attention of the sub group and risk assessments are carried out on all new areas of service development. Policies and procedures are in place to guide staff in their work, to ensure consistent quality of delivery for all operational aspects of the organisation. Within the last 12 months key risks identified have been related to staff caseloads.

Covid-19

Covid-19 arrived in the UK at the beginning of 2020 and Oasis began to realise the potential impact of the outbreak of the pandemic on the organisation. Oasis undertook an assessment of risk across the organisation as well as continuity planning in order to adapt delivery of almost all aspects of the service. By the end of March 2020, our main premises at 11 Richmond Place was closed and most staff were working from home. Our creche remained open for the most vulnerable children, but at a reduced capacity and with robust daily operating procedures around cleaning and hygiene to improve infection control. As is appropriate, review and planning for a return to the workplace will be undertaken according to advice available from the government and with scrutiny and sign off from the Board of Trustees.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on ...09/09/2020..... and signed on its behalf by:


.....
J Arwin - Trustee

OASIS PROJECT LTD

STATEMENT OF TRUSTEES RESPONSIBILITIES for the Year Ended 31 March 2020

The trustees (who are also the directors of Oasis Project Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF OASIS PROJECT LTD

Opinion

We have audited the financial statements of Oasis Project Ltd (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements ; or
 - the charitable company has not kept adequate accounting records; or
 - the financial statements are not in agreement with the accounting records and returns; or
 - we have not received all the information and explanations we require for our audit.
-

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
OASIS PROJECT LTD**

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, 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.

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

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

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Richard Place Dobson Services Limited
Chartered Accountants
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
1-7 Station Road
Crawley
West Sussex
RH10 1HT

Date:

OASIS PROJECT LTD

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
for the Year Ended 31 March 2020**

	Notes	Unrestricted fund £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
INCOME FROM					
Donations and legacies	2	18,365	-	18,365	23,529
Charitable activities	4				
Charitable Activities		545,013	738,558	1,283,571	1,241,343
Investment income	3	2,155	-	2,155	2,315
Other income	5	2,124	-	2,124	5,077
Total		567,657	738,558	1,306,215	1,272,264
EXPENDITURE ON					
Raising funds	6	41,362	-	41,362	62,795
Charitable activities	7				
Fulfilling Lives		176,475	135,980	312,455	650,140
Young Person Services		17,251	327,005	344,256	151,344
Creche Services		42,015	18,833	60,848	63,804
Adult Services		290,707	256,032	546,739	385,403
Total		567,810	737,850	1,305,660	1,313,486
NET INCOME/(EXPENDITURE)		(153)	708	555	(41,222)
RECONCILIATION OF FUNDS					
Total funds brought forward		230,721	35,630	266,351	307,573
TOTAL FUNDS CARRIED FORWARD		230,568	36,338	266,906	266,351

The notes form part of these financial statements

OASIS PROJECT LTD

BALANCE SHEET

At 31 March 2020

	Notes	Unrestricted fund £	Restricted fund £	31.3.20 Total funds £	31.3.19 Total funds £
FIXED ASSETS					
Tangible assets	14	18,492	-	18,492	11,792
CURRENT ASSETS					
Debtors	15	114,293	-	114,293	88,301
Cash at bank and in hand		<u>202,495</u>	<u>36,338</u>	<u>238,833</u>	<u>352,345</u>
		316,788	36,338	353,126	440,646
CREDITORS					
Amounts falling due within one year	16	<u>(84,712)</u>	-	<u>(84,712)</u>	(166,087)
NET CURRENT ASSETS		<u>232,076</u>	<u>36,338</u>	<u>268,414</u>	<u>274,559</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		250,568	36,338	286,906	286,351
CREDITORS					
Amounts falling due after more than one year	17	<u>(20,000)</u>	-	<u>(20,000)</u>	(20,000)
NET ASSETS		<u>230,568</u>	<u>36,338</u>	<u>266,906</u>	<u>266,351</u>
FUNDS					
Unrestricted funds:	18				
General fund				230,568	230,721
Restricted funds:					
Restricted Funds				<u>36,338</u>	<u>35,630</u>
TOTAL FUNDS				<u>266,906</u>	<u>266,351</u>

The notes form part of these financial statements

OASIS PROJECT LTD

BALANCE SHEET - CONTINUED

At 31 March 2020

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 144 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 09/09/2020 and were signed on its behalf by:


.....
J Irwin -Trustee

The notes form part of these financial statements

OASIS PROJECT LTD**CASH FLOW STATEMENT
for the Year Ended 31 March 2020**

	Notes	31.3.20 £	31.3.19 £
Cash flows from operating activities:			
Cash generated from operations	1	<u>(104,225)</u>	<u>(47,911)</u>
Net cash provided by (used in) operating activities		<u>(104,225)</u>	<u>(47,911)</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		(11,442)	(1,869)
Interest received		<u>2,155</u>	<u>2,315</u>
Net cash provided by (used in) investing activities		<u>(9,287)</u>	<u>446</u>
		_____	_____
Change in cash and cash equivalents in the reporting period		(113,512)	(47,465)
Cash and cash equivalents at the beginning of the reporting period		<u>352,345</u>	<u>399,810</u>
Cash and cash equivalents at the end of the reporting period		<u><u>238,833</u></u>	<u><u>352,345</u></u>

The notes form part of these financial statements

OASIS PROJECT LTD**NOTES TO THE CASH FLOW STATEMENT
for the Year Ended 31 March 2020**

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.20	31.3.19
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	555	(41,222)
Adjustments for:		
Depreciation charges	4,742	2,825
Interest received	(2,155)	(2,315)
(Increase)/decrease in debtors	(25,992)	3,716
Decrease in creditors	<u>(81,375)</u>	<u>(10,915)</u>
Net cash provided by (used in) operating activities	<u>(104,225)</u>	<u>(47,911)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.19	Cash flow	At 31.3.20
	£	£	£
Net cash			
Cash at bank and in hand	352,345	(113,512)	238,833
	<u> </u>	<u> </u>	<u> </u>
Total	<u>352,345</u>	<u>(113,512)</u>	<u>238,833</u>

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Oasis Project is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the Legal and Administrative information page.

The accounts are prepared in sterling and all amounts are rounded to the nearest £.

The principal accounting policies used in the preparation of these accounts are.

Income

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income, the amount can be quantified with reasonable accuracy and there is probability over the receipt of the income. The following specific policies are applied to particular categories of income:

Grants and donations are recognised on an accruals basis, accounted for in the period to which they relate.

Investment income is accounted for on a receivable basis.

1. ACCOUNTING POLICIES - continued

Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of VAT included with the items to which it relates.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on the following appropriate basis:

Brighton Office Cost Allocation:

Adult Services 54.4%

Fulfilling Lives 0.0%

Crèche 36.0%

Young Person Services 9.6%

Central Support Services Allocation:

Adult Services 49.4%

Fulfilling Lives 21.0%

Crèche 6.2%

Young person Services 23.4%

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity. These are included within support costs.

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.

Leasehold improvements - 20% on reducing balance

Fixtures, fittings & equipment - Between 20% - 50% on straight line basis

Oasis Project has a capitalisation policy of £1,000. Assets purchased costing less than this amount are not capitalised.

Taxation

The company is a registered charity (number: 1065503).

All of the charity income falls within the exemptions set out in part 11 of the Corporation Tax Act 2010.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Employee staff benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Financial instruments

The charitable company only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Debtors, cash and creditors

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 at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors 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 are normally recognised at their settlement amount after allowing for any discounts due.

Operating lease rentals

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Key Judgements and Accounting Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The main estimate in the accounts is the amount to be set aside for dilapidations which is estimated to be £20,000.

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
Donations	<u>18,365</u>	<u>-</u>	<u>18,365</u>	<u>23,529</u>

3. INVESTMENT INCOME

	Unrestricted funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
Interest receivable	<u>2,155</u>	<u>-</u>	<u>2,155</u>	<u>2,315</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.20 £	31.3.19 £
Grants	Charitable Activities	<u>1,283,571</u>	<u>1,241,343</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

4. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.3.20	31.3.19
	£	£
Art Council England	-	22,234
Austin and Hope Pilkington Trust	5,000	-
Barbara Ward Children's Foundation	-	6,159
BBC Children in Need Main Grant	9,995	21,278
BBC Children in Need Small Grant	25,640	9,995
Bloom Foundation	18,333	20,000
Brighton District Nurses Association Trust	5,318	4,915
Brighton Housing Trust Fulfilling Lives Activities	-	17,500
Brighton Housing Trust Fulfilling Lives Delivery	310,935	375,932
Brighton & Hove City Council - CYP	23,167	23,167
Brighton & Hove City Council Looking Forward Secondment	-	9,200
Brighton & Hove City Council - Public Health England HIV Prevention Grant	22,584	22,584
Brighton & Hove City Council - Public Health England Innovation Grant	93,060	19,366
Brighton & Hove City Council - Specialist Outreach Grant	24,000	21,825
Brighton & Hove City Council 3rd Sector Commissioning Grant	30,000	30,000
CAF Bank Tourle Foundation	-	5,000
Chalk Cliff Trust	3,000	-
Community of the Blessed Virgin Mary	-	3,000
Cranstoun	289,252	297,313
Department of Media, Culture and Sport Tampon Tax Grant	79,247	78,730
Derek & Eileen Dodgson Foundation	2,473	2,200
DWP Challenge Fund (Reducing Parental Conflict)	123,306	-
East Sussex County Council	137,753	14,608
East Sussex County Council Innovation Fund	-	37,090
East Sussex County Council Recovery Fund	-	93,482
Eaton Fund - Client Carpet Grant	250	-
Gilead Fellowship	-	28,340
Hall & Woodhouse	600	-
Homity Trust	600	1,000
Lloyds Bank Foundation	-	3,500
Miscellaneous Grants	13,834	250
National Lottery Awards for All	9,048	-
One Family Foundation	4,818	-
Pebble Trust	4,910	4,915
Santander Discovery Grant	-	4,648
Sure Start	2,000	2,000
The Breadsticks Foundation	48,448	47,498
Trusthouse Charitable Foundation	-	9,614
Wellcome Trust	(4,000)	4,000
	<u>1,283,571</u>	<u>1,241,343</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

5. OTHER INCOME

	Unrestricted funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
Other Income	<u>2,124</u>	<u>-</u>	<u>2,124</u>	<u>5,077</u>

6. RAISING FUNDS

Raising donations and legacies

	Unrestricted funds £	Restricted funds £	31.3.20 Total funds £	31.3.19 Total funds £
Staff costs	35,007	-	35,007	29,578
Other fundraising costs	<u>6,355</u>	<u>-</u>	<u>6,355</u>	<u>33,217</u>
	<u>41,362</u>	<u>-</u>	<u>41,362</u>	<u>62,795</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct costs (See note 8) £	Support costs (See note 9) £	Totals £
Fulfilling Lives	271,960	40,495	312,455
Young Person Services	257,138	87,118	344,256
Creche Services	37,573	23,275	60,848
Adult Services	<u>388,369</u>	<u>158,370</u>	<u>546,739</u>
	<u>955,040</u>	<u>309,258</u>	<u>1,264,298</u>

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.20 £	31.3.19 £
Staff costs	814,876	767,787
Other costs	<u>140,164</u>	<u>176,543</u>
	<u>955,040</u>	<u>944,330</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

9. SUPPORT COSTS

	Management	Finance	Other	Totals
	£	£	£	£
Fulfilling Lives	40,384	20	91	40,495
Young Person Services	44,999	22	42,097	87,118
Creche Services	11,922	6	11,347	23,275
Adult Services	94,930	47	63,393	158,370
	<u>192,235</u>	<u>95</u>	<u>116,928</u>	<u>309,258</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.20	31.3.19
	£	£
Depreciation - owned assets	4,742	2,825
Auditors remuneration	5,700	7,500
Operating lease payment	<u>76,268</u>	<u>64,217</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

Trustees were repaid expenses during the year of £117 for travel and subsistence (2019 - £226).

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

12. STAFF COSTS

	31.3.20	31.3.19
	£	£
Wages and salaries	888,751	829,875
Social security costs	71,005	70,512
Other pension costs	<u>16,932</u>	<u>18,101</u>
	<u>976,688</u>	<u>918,488</u>

No employees received emoluments in excess of £60,000.

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

	31.3.20	31.3.19
Direct Charitable	29	29
Management and administration	<u>5</u>	<u>5</u>
	<u>34</u>	<u>34</u>

There were no employees whose annual emoluments were £60,000 or more.

The key management personnel of the charity comprise the CEO and the Head of business development. The total employee benefits of key management personnel of the charity were £82,069 (2019 - £75,946).

13. COMPARATIVES FOR THE 2019 STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME FROM			
Donations and legacies	17,672	5,857	23,529
Charitable activities			
Charitable Activities	563,117	678,226	1,241,343
Investment income	2,315	-	2,315
Other income	<u>5,077</u>	<u>-</u>	<u>5,077</u>
Total	588,181	684,083	1,272,264

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

13. COMPARATIVES FOR THE 2019 STATEMENT OF FINANCIAL ACTIVITIES – continued

	Unrestricted fund £	Restricted fund £	Total funds £
EXPENDITURE ON			
Raising funds	62,795	-	62,795
Charitable activities			
Fulfilling Lives	437,129	213,011	650,140
Young Person Services	18,853	132,491	151,344
Creche Services	42,737	21,067	63,804
Adult Services	2,329	383,074	385,403
Total	563,843	749,643	1,313,486
NET INCOME/(EXPENDITURE)	24,338	(65,560)	(41,222)
RECONCILIATION OF FUNDS			
Total funds brought forward	206,384	101,189	307,573
TOTAL FUNDS CARRIED FORWARD	230,722	35,629	266,351

14. TANGIBLE FIXED ASSETS

	Leasehold improvements £	Fixtures, fittings & equipment £	Totals £
COST			
At 1 April 2019	85,169	10,649	95,818
Additions	-	11,442	11,442
At 31 March 2020	85,169	22,091	107,260
DEPRECIATION			
At 1 April 2019	75,507	8,519	84,026
Charge for year	1,932	2,810	4,742
At 31 March 2020	77,439	11,329	88,768
NET BOOK VALUE			
At 31 March 2020	7,730	10,762	18,492
At 31 March 2019	9,662	2,130	11,792

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20	31.3.19
	£	£
Trade debtors	3,473	2,534
Other debtors	84,127	3,626
Prepayments and accrued income	<u>26,693</u>	<u>82,141</u>
	<u>114,293</u>	<u>88,301</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.20	31.3.19
	£	£
Trade creditors	36,021	20,367
Social security and other taxes	17,683	16,624
Pension creditor	3,930	2,216
Deferred income	11,667	10,000
Accruals	<u>15,411</u>	<u>116,880</u>
	<u>84,712</u>	<u>166,087</u>

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.3.20	31.3.19
	£	£
Dilapidation fund	<u>20,000</u>	<u>20,000</u>

18. MOVEMENT IN FUNDS

Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

2020 Fund Movements

	Funds b/f 1 April 2019	Income	Expenditure	Funds c/f 31 March 2020
	£	£	£	£
Welcome Trust Grant	-	(4,000)	4,000	-
Reducing Parental Conflict Activities	-	123,306	(123,306)	-
One Family Foundation	-	4,818	(4,818)	-
Department of Media, Culture and Sport				
Tampon Tax Grant	-	79,247	(79,247)	-
National Lottery (Community Fund)	-	9,048	(9,048)	-
Pebble Trust	-	4,910	(4,910)	-
BBC Children in Need Main Grant	-	25,640	(25,640)	-

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

18. MOVEMENT IN FUNDS - continued

Fulfilling Lives Delivery Grant	-	115,621	(115,621)	-
Fulfilling Lives Delivery Grant - repayment	-	(29,775)	29,775	-
Fulfilling Lives Delivery NEW	-	225,089	(225,089)	-
Eaton Fund - Client Grant	-	250	(250)	-
East Sussex Women	-	1,000	(1,000)	-
BBC Children in Need Small Grant	-	9,995	(9,995)	-
Breadsticks Foundation	35,629	48,448	(47,741)	36,336
Chalk Cliff Trust	-	3,000	(3,000)	-
Bloom Foundation	-	18,333	(18,333)	-
Austin & Hope Pilkington Trust	-	5,000	(5,000)	-
Brighton District Nurses Association Trust	-	5,318	(5,318)	-
The League of the Helping Hand - Client Grant	-	250	(250)	-
Brighton & Hove City Council - Public Health England Innovation Grant	-	93,060	(93,060)	-
	<u>35,629</u>	<u>738,557</u>	<u>(737,850)</u>	<u>(36,336)</u>

In 2020 the following grants were received in the year where the expenses they were provided to fund had not yet been incurred. These monies have been carried forward as deferred income and are reflected within note 16:

Grant provider	Income received 31.03.20	Income deferred to 31.03.21	Income recognised in SOFA
Breadsticks Foundation	<u>48,448</u>	<u>36,336</u>	<u>48,448</u>

2019 Fund Movements:

	Funds b/f 1 April 2018 £	Income £	Expenditure £	Funds c/f 31 March 2019 £
Awards for All	7,451	-	(7,451)	-
Lloyd Bank Foundation	11,500	3,500	(15,000)	-
Wellcome Trust Grant	29,149	4,000	(33,149)	-
Art Council England	-	22,234	(22,234)	-
Home Office Knife Crime Community Fund	6,667	-	(6,667)	-
Gilead Foundation	6,833	28,340	(35,173)	-
Department of Media, Culture and Sport				
Tampon Tax Grant	-	78,730	(78,730)	-
Children in Need Early Year Worker Grant	4,663	-	(4,663)	-
Pebble Trust	-	4,915	(4,915)	-
BBC Children in Need Main Grant	-	21,278	(21,278)	-
Brighton Housing Trust - Fulfilling Lives Delivery	-	462,487	(462,487)	-
Fulfilling Lives Delivery Grant - repayment	-	(97,163)	97,163	-

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

18. MOVEMENT IN FUNDS - continued

Client Accomodation Grant	-	250	(250)	-
East Sussex County Council	-	14,608	(14,608)	-
BBC Children in Need Small Grant	-	9,995	(9,995)	-
Breadsticks Foundation	34,926	47,498	(46,795)	35,629
Trusthouse Charitable Foundation	-	9,614	(9,614)	-
Bloom Foundation	-	20,000	(20,000)	-
Barbara Ward Children's Foundation	-	6,159	(6,159)	-
Brighton District Nurses Association Trust	-	4,915	(4,915)	-
Brighton & Hove City Council - Public	-			
Health England Innovation Grant	-	19,366	(19,366)	-
Brighton Housing Trust - Fulfilling Lives	-			
Activities	-	17,500	(17,500)	-
		<u>101,189</u>	<u>(743,786)</u>	<u>35,629</u>

In 2019 the following grants were received in the year where the expenses they were provided to fund had not yet been incurred. These monies have been carried forward as deferred income and are reflected within note 16:

Grant provider	Income received 31.03.19	Income deferred to 31.03.20	Income recognised in SOFA
Breadsticks Foundation	<u>47,498</u>	<u>35,629</u>	<u>46,795</u>

Arts Council England

Match funding was received for the Art of Attachment project to expand the project's scope and reach. The project which aims to explore the theme of attachment through the medium of the arts.

Austin and Hope Pilkington Trust

A small grant was received towards the costs of an early years worker in the Creche.

Awards for All

Funding was received to develop and deliver an enhanced volunteer training programme at Oasis Project.

Barbara Ward Children's Foundation

Funding for one year's salary for a Young Person's Psychotherapist to deliver 1-1 therapy to children and young people aged 5-18 years who are affected by a family member's substance misuse.

BBC Children in Need (Main Grant)

Oasis received funding towards the costs of a crèche supervisor and Mellow Parenting.

BBC Children in Need (Small Grant)

Funding was received to set up and deliver a therapy service to children and young people in Hastings affected by substance misuse in the family.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

18. MOVEMENT IN FUNDS - continued

Bloom Foundation

Funding was received to deliver a two-day per week therapy service for young women 18-25 who have been impacted by early trauma.

Breadsticks Foundation

Funding was received to provide services for children affected by substance misuse in the family . This includes 1-1 therapy for children aged 5-18.

Brighton District Nurses Association Trust

Funds awarded to support staffing and equipment costs in the crèche.

Brighton Housing Trust - Fulfilling Lives

Funding was received as part of the Fulfilling Lives Programme. This is a national lottery funded initiative led in East Sussex by Brighton Housing Trust to improve responses to people with multiple and complex needs.

Bighton & Hove City Council CYP

Funding towards the costs of staffing of our Young Oasis Therapy team to deliver therapy to children and young people 5-18 years affected by a parent or family member's substance misuse.

Brighton & Hove City Council - Public Health England HIV Prevention Grant

2-year funding towards the cost of staffing the Sex Worker's Outreach Project.

Brighton & Hove City Council - Public Health England Innovation Grant

Public Health England funded work to improve services for Children of Alcoholics. This project aims to improve identification of adults drinking problematically and improve outcomes for children.

Brighton & Hove City Council - Specialist Outreach Grant

Funding for a seconded role from BHCC Children's Services; the Looking Forward practitioner works with women who have had children permanently removed from their care.

Brighton & Hove City Council 3rd Sector Commissioning Grant

BHCC TSC Grant was awarded to deliver in partnership with Brighton Housing Trust work to improve outcomes for women with mental health and substance misuse issues.

Chalk Cliff Trust

Funding towards the costs of delivering our Holiday Arts programme for children and young people affected by substance misuse in the family.

Comic Relief

Funding towards a Young Women's Alcohol Worker supporting young women aged 14-25 experiencing problems with alcohol.

Cranstoun

Funding by subcontract arrangement until end March 2020 to deliver drug and alcohol treatment to women in Brighton & Hove.

Department of Media, Culture and Sport - Tampon Tax

2-year funding to support the expansion of our services for sex workers Sussex-wide, including the provision of a dedicated helpline for women involved in the sex industry.

18. MOVEMENT IN FUNDS - continued

Derek and Eileen Dodgson Foundation

A Grant towards the costs of supporting adult women over the age of 55 years with drug and alcohol problems.

DWP 'Challenge Fund': Reducing Parental Conflict

DWP granted funding for a project to deliver a range of interventions to parents in East Sussex with drug/alcohol problems with an aim to reduce conflict and improve communication within families and improve outcomes for children.

East Sussex County Council Innovation Grant

Supports the delivery of a range of support services for women in East Sussex with a substance misuse problem, including group work and 1-1 support.

Gilead Fellowship

Gilead granted further funding to support extension of the delivery of FLASH - a pilot project which tests the take up of postal HIV self-testing kits amongst women in the sex industry.

Homity Trust

Small grant towards the delivery of arts activities to children during Easter school holidays.

Lloyds Bank Foundation - Enable Grant

The Enable grant was for core costs to support the development of our refreshed brand and to contribute to the implementation of a new database system.

National Lottery Awards for All

Funding was received towards the costs of delivering arts activities to children in the summer holidays.

One Family Foundation

Funding to support staffing our crèche during the Mellow Parenting programme.

Pebble Trust

Funding to support staffing and equipment for our crèche.

Santander Discovery Grant

A grant to support the delivery of a range of self-care focused workshops to young women at risk of or engaged in self harm.

Sure Start

Small grant towards the costs of staffing in the Crèche.

Trust House Charitable Foundation

Received as part of a 3 year project to improve outcomes for under 2's. Oasis Project will be delivering the Mellow Parenting Intervention; an attachment focused parenting programme.

Wellcome Trust Grant

Funding was received to deliver, 'The Art of Attachment', which aims to explore the theme of attachment through the medium of the arts. Oasis commissioned leading poet, Lemn Sissay.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
for the Year Ended 31 March 2020

19. OTHER FINANCIAL COMMITMENTS

	Land and buildings 2020 £	Other 2020 £	Land and buildings 2019 £	Other 2019 £
Expiry date:				
Within one year	16,000	7,172	16,000	2,346
Between one and two years	-	-	-	-
Between two and five years	<u>56,188</u>	<u>14,365</u>	<u>77,937</u>	<u>20,170</u>
	<u><u>72,188</u></u>	<u><u>21,365</u></u>	<u><u>93,937</u></u>	<u><u>22,516</u></u>

20. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020.

21. COVID 19

As a direct consequence of the Coronavirus (COVID 19) pandemic, and in accordance with UK government guidelines Oasis Project adjusted its delivery model and activities on 21 March 2020. Aspects of the service, including the creche, continued to operate on a face-to-face basis, but the majority of client work moved to a remote delivery model.

At the date of approval of the accounts it has not been to quantify or ascertain with any certainty the financial impact of COVID-19. No adjustments have been made to any figures in the accounts as a result of the pandemic

22. CONTROL

The charity is under the control of the board of Trustees

23. MEMBERS GUARANTEE AND SHARE CAPITAL

The charity is limited by guarantee and has no share capital. Every member of the company is a guarantor and undertakes to contribute to the assets of the company, in the event of it being wound up, such amounts as may be required. Each guarantor's liability is limited to £1.