

Charity registration number 1065503

Company registration number 03447762 (England and Wales)

OASIS PROJECT LTD
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

OASIS PROJECT LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	B Lewis G Whensley D Chapman C Goss R Viljoen C Bulling Dr T Morrison	(Appointed 21 September 2021) (Appointed 21 September 2021)
Secretary	L Ward	
Charity number	1065503	
Company number	03447762	
Registered office	Globe House 3 Morley Street Brighton East Sussex BN2 9RA	
Auditor	Richard Place Dobson Services Limited Chartered Accountants 1 - 7 Station Road Crawley West Sussex RH10 1HT	

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their annual report and financial statements for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in note 1 and comply with the Charity's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, Charities SORP (FRS102). We have referred to the guidance contained in the Charity Commissions' general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Objectives and activities

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 misusers or at risk of relapse;

1.1.4 Are the partners, family or children of substances misusers.

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.

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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

2 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

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FOR THE YEAR ENDED 31 MARCH 2022

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.

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 a dedicated service for women who have had children removed from their care. 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. Our hosting of this project came to its planned end in June 2021 but Fulfilling Lives have been able to fund our Looking Forward service for women who have had child/ren removed from their care until end June 2022.

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.

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3 Services for Adults with a Substance Misuse Problem

3.1 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 Brighton and Hove Recovery Service with a subcontract from Change, Grow, Live (CGL), the lead provider which holds the overall contract with the local authority. The new partnership with CGL began in April 2020 following the process of re-tendering for the contract to deliver substance misuse treatment in Brighton & Hove, and will continue for the next five years.

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. This year we were awarded a grant from Sussex Police and Crime Commissioner which has enabled us to employ a dedicated Complex Needs worker, increasing our capacity for intensive, long term working with women who have multiple and complex needs.

We have specific support and specialist within the team to work with young men and women 18-25 transitioning out of the adolescent substance misuse service and into treatment, as well as offering specific work for women with complex needs. During the year we were successful for a second time in a bid to the Ministry of Justice under their Women's Sector Core Grants scheme, which has enabled us additional capacity to support those women open to the CJS.

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".

3.1.1 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. During this year, both individual and group interventions have been delivered both a face-to-face and remote basis, via telephone and video.

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. 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.

3.2 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 21 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 Sexual Health Commissioning team with additional support via a 'Safe Space' grant from the Sussex Police and Crime Commissioner.

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3.3 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 three online groups per week. 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 June 2022 at which time we will re-tender for its delivery.

3.4 EMPOWER (Project Adder) – Hastings, East Sussex

EMPOWER offers a range of innovative, asset-based, women-only group and 1-1 interventions which address the needs of women in Hastings in the Project Adder cohort (crack/opiate addiction and/or involvement in the Criminal Justice System).

3.5 Adder Sex Worker Service – Hastings, East Sussex

Project Adder Sex Worker Service offers specialist interventions to women in Hastings in the Project Adder Cohort who are sex working. This includes delivery of case work, brief interventions to women and delivery of training to professionals around responding to the needs of women with a treatment need who are sex working.

3.6 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 part of the project hosted by Oasis came to its planned end in June 2021, but elements of the work will continue for a further 12 months, including the Looking Forward service (below).

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3.7 Back on Track project – Brighton and Hove

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 of parents in treatment for their alcohol addiction. 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.

Oasis launched a creative competition, 'Find Your Oasis' in partnership with NACOA which saw over 30 creative writing/art entries from children of alcoholics across the UK, culminating in an exhibition on Brighton Seafront in summer 2021. Back on Track was awarded extension funding which saw it come to its planned end in September 2021, with some legacy funding awarded to enable the production of legacy resources for the project including a series of videos translated into several languages aimed at parents worried about their drinking and the impact on their children, directing them to Oasis for support.

3.8 Looking Forward – Brighton and Hove

Looking Forward is a service for women who have had one or more children permanently removed from their care due to safeguarding concerns. Both locally and nationally there is an awareness of the needs of this vulnerable client group who are disproportionately care leavers. We have been part of delivering this service since 2013 in partnership with Brighton and Hove City Council. Despite partnership funding ending, we have since April 2020 sustained delivery of this service with one part-time practitioner. The service is funded by Brighton Housing Trust under the Fulfilling Lives project until end June 2022. In partnership with Fulfilling Lives, this work was evaluated and a report on the impact of the Looking Forward Service was launched in early 2022.

4. Services for Children and Young People (Young Oasis)

4.1 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 childcare qualifications and receive training around the particular issues for our cohort of children.

The creche is funded by Trusts and Foundations funding, however this year lost its main grant from Children in Need due to a reduction in funding available for CIN to distribute following Covid. This resulted in a decrease in capacity and the creche now runs from Monday to Wednesday each week.

4.2 Mellow Parenting

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.

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4.3 Therapy for Children and Young People - Brighton & Hove and Hastings

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 therapy 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.

4.3.1 Hastings YP Therapy

Our therapy service into 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.

4.4 Young Women's Therapy Service – Brighton Hove

Our Young Women's Therapy service offers 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 lead and delivered two days per week from our Young Oasis centre by a therapist who has 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.

Strategic report

This year marked the start of our next three-year strategic period. Following a strategic planning period at the end of the previous financial year, our key Strategic Aims for 2021-24 have been set as follows:

1. We will be a hopeful, visible emblem of recovery for women, children and families in Sussex affected by drug and alcohol misuse
2. We recognise the value of intervening early – both in a lifespan and in the emergence of issues - to maximise life chances. We will strengthen our early intervention offer of quality services and interventions for families affected by substance misuse
3. We will reinvigorate our commitment to equality and diversity through inclusive leadership, development of a diverse, representative workforce, and creation of services which are accessible to diverse, underrepresented communities
4. We will speak up to address the issues faced by women affected by substance misuse and strive to ensure the voices of children and young people are heard
5. We will design and deliver innovative, intelligent, impactful services which are responsive to – and led by – the needs of our service users

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 this year against our strategic aims above:

We will be a hopeful, visible emblem of recovery for women, children and families in Sussex affected by drug and alcohol misuse

- We have progressed plans for expansion of our services in East Sussex for women, children and families affected by substance misuse, securing additional funding for our Young Oasis Hastings service from the Masonic Charitable Foundation and developing proposals with another funder for further services for families in East Sussex
- We were successful in a bid to the DCMS Youth Investment Fund at the end of the year for capital funding to undertake renovation work to our Young Oasis premises in Brighton

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We recognise the value of intervening early – both in a lifespan and in the emergence of issues - to maximise life chances. We will strengthen our early intervention offer of quality services and interventions for families affected by substance misuse

- Following the commencement of the Back on Track partnership which saw an increase in the capacity of our CYP therapy service, we have secured funding from Trusts and Foundations including Henry Smith to enable us to continue delivery of the Young Oasis therapy service to the same level.
- We were able to increase capacity of our Young Women's Therapy service this year and have worked to develop our targeted interventions for the 'transitions' cohort 18-25 years which are set for launch in 2022 with funding from Blagrove Foundation.

We will reinvigorate our commitment to equality and diversity through inclusive leadership, development of a diverse, representative workforce, and creation of services which are accessible to diverse, underrepresented communities

- Our Equality and Diversity work is underway, with discussions at Board level and two staff/volunteer workshops, with the formation of a working group set for 2022
- HR Adviser has led on a project to review salary packages for staff. Pay band scale structure and refreshed benefits package has now had board sign off and is set for launch July 2022.

We will speak up to address the issues faced by women affected by substance misuse and strive to ensure the voices of children and young people are heard

- Our Comms Officer Ceri Walker coordinated and delivered a creative competition for children of alcoholics culminating in an exhibition on Brighton seafront which gained local and national media attention and represented a unique opportunity for CoAs to have their voices heard and experiences recognised. We have now produced a 'Find Your Oasis' book with all the work entered into the competition.
- Oasis launched our first Service User Magazine, on International Women's Day, March 2022. Our newly appointed Service User Experience Lead coordinated the work; all content was created by Oasis service users and featured a range of creative writing, personal stories of recovery and tips and advice for women
- Oasis has been nominated for a Centre for Social Justice Award under the category of addiction for our unique model of provision and are working towards a Silver Accreditation in trauma-informed practice from One Small Thing
- Through a commission from Sussex Police and Crime Commissioner and in partnership with media organisation Make Good Trouble, we created a series of six training webinars on trauma informed working with children and families. The videos featured the voices and experiences of young people. So far the training series has been delivered to over 600 professionals working across police, education, social care and voluntary sector

We will design and deliver innovative, intelligent, impactful services which are responsive to – and led by – the needs of our service users

- Fulfilling Lives releases a report evaluating the impact of Oasis' Looking Forward service. The report confirms how vital the Looking Forward service is to Brighton and Hove and its ongoing sustainability is a necessity for women, children and families affected by childhood adversity, family separation, domestic abuse, crime, mental health and substance misuse.
- We were awarded two contracts from East Sussex under the Project Adder initiatives; EMPOWER and the Adder Sex Worker Service to deliver specialist services to women in Hastings in the Adder Cohort (crack/opiate addiction and involvement in Criminal Justice System). Project Adder aims to reduce drug related deaths in some of the worst affected areas in the UK. The work of Project Adder is set to continue with the new investment to drug & alcohol treatment promised through the new Government Drug Strategy.

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Financial review

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

Income in 2021/22 was £1,196k compared with £1,341k for 2020/21. The reduction had been anticipated as the Brighton Housing Trust Fulfilling Lives contract ended in June 2021. This meant a reduction in income of £229k. If you exclude this contract, then total income grew by 8.1%. This growth was achieved despite still working in an arena of constrained public spending and the fundraising difficulties resulting from Covid-19. This has been achieved through a robust opportunistic strategy around fundraising and income generation which involves diversification of income sources.

Expenditure in 2020/21 was £1,141k compared with £1,331k in 2020/21. The accounts therefore show a Net Income of £55k in 2021/22 compared with a Net Income of £10k in 2020/21.

Unrestricted General Funds are now £293k which have increased by £26k on the previous year. The Board of Trustees have Designated £30k to further invest in Business Development and £10k for the one time costs to implement a grading system. These funds will be used in 2022/23. Restricted Funds continue at zero.

Reserves Policy

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 between £160k and £185k
- 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 £110k.

Therefore reserves of between £270k and £295k are required.

Unrestricted General Reserves are £293k and therefore are within the range required by our Reserves Policy.

Risk management within the organisation is overseen by the Quality Assurance and Risk Management subgroup. The subgroup was held virtually this year and attended by Trustees alongside staff from within the organisation. Quarterly reports to show cross-service performance as well as a governance summary report around safeguarding, incidents and complaints/compliments are produced and reviewed as part of this subgroup. 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 subgroup 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 increasing staff caseloads.

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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 and by the end of March 2020, our main premises at 11 Richmond Place was closed and most staff were working from home though our creche remained open for the most vulnerable children, at a reduced capacity and with robust daily operating procedures around cleaning and hygiene to improve infection control. This year we continued to undertake regular review and planning for a return to the workplace in line with advice available from the government and with scrutiny and sign off from the Board of Trustees. Staff slowly returned to working from both Brighton premises towards the end of the previous financial year and we continued to operate a reduced in-office staffing rota until around July 2021 to ensure social distance could be maintained. We worked with managers to produce a schedule for staff to offer client-facing appointment and prioritised seeing those clients who are most high risk and those new to treatment, e.g. for assessments. All client-facing work continued to take place in our larger group and therapy rooms in order to maintain good Covid secure practices around ventilation and social distancing. From January/February 2022, 'normal' working more or less resumed, with all staff back in the office. We continue to offer online groups and remote support and whilst digital/remote practice will never replace face-to-face interventions, we foresee that a 'blended' model of delivery will continue into the future.

Environment

Oasis Project is committed to sustainability and is concerned with the impact of our activities on the environment. We recognise that conscientious efforts to conserve resources and reduce environmental impacts have economic benefits for the organisation as well as ecological benefits for the environment. We acknowledge the connection between our climate and other environmental crises and the threat of current and potential future homelessness, disease, destruction of biodiversity, food and water shortages and poverty for millions of people around the world and thus our responsibility to reduce its own carbon and environmental footprints. We have in place an environmental policy and partnerships with providers such as Fare Share and PaperRound to support us to make our front and back-office functions as sustainable as possible.

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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 CEO of the organisation. The board meets every 2 months and sub groups undertake more scrutiny of specific areas. Board meetings this year were held virtually given Covid-19 restrictions.

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

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. Ms C Bulling and Dr T Morrison undertook to act as Trustee Leads for Safeguarding.

Trustees are generally recruited via word of mouth although we are mindful of the need to ensure the board reflects the diversity of the community it serves. We have in the past attempted to recruit via open recruitment but this has not yielded any interest. The role of trustee is not widely understood in the community at large and it can therefore be difficult to communicate this without face-to-face discussions. Trustees are identified as suitable with reference to analysis of the skills of the current board.

Within the past 12 months, the Chair of the Trustees, Josie Irwin resigned from the board on 29 June 2021 after 18 months on the board. Rosi Viljoen was appointed to Chair of the Board of Trustees on the same date

Two new trustees were appointed during the year: Dr Tabitha Morrison and Christine Bulling, both appointed on 21 September 2021.

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 subgroups 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:

Ms J Irwin Chair (resigned 29.06.21)

Ms R Viljoen (Chair from 30.06.21)

Mr C Goss

Ms G Whensley

Miss H Misselbrook

Dr B S F Lewis

Mr D Chapman

Ms C Bulling (appointed 21.09.21)

Dr T Morrison (appointed 21.09.21)

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Organisational Structure

The organisation is led by a CEO, who oversees the organisation's clinical, operational and strategic direction, along with one Senior Manager who deputises for the CEO and support with income generation, quality assurance, risk management and management and leadership for Oasis' service delivery managers. Each project and service within the organisation has its own Manager or Lead who manages their team of staff.

On 31.3.22 Oasis employed 33 people on a paid basis. These were employed on a mixture of full time and part time hours with some on fixed term and some on permanent contracts. The majority of staff work part time hours.

Oasis holds Investors in People status and has done so continuously for 7 years. 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 to offer 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 as well as reflective practice. There are several meetings and forums where staff can contribute ideas and suggestions about the work of the organisation. 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 internships for two Psychology students from University of Sussex for the fourth year running. We have a good track record for attracting those completing internships with Oasis to undertake ongoing employment opportunities in the organisation.

Leadership

Until August 2021 when she went on secondment, the organisation's day-to-day operations and overall strategy were 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. In August Jo-Anne began an eight-month secondment to Public Health England (now the Office for Health and Disparities, OHID). In her stead, the Head of Business Development Laura Ward was successfully appointed to Acting CEO. Laura has a professional background spanning business development, marketing, project and people management, and volunteer coordination. She has held senior roles at Oasis for over six years. She sits on the local Safeguarding Adult Board and Children's Safeguarding Partnership board and is Vice-Chair of the local Violence against Women and Girls Forum. At the time Jo-Anne went on secondment, a new Head of Client Services, Fran Carpenter was appointed to take up the senior management role.

OASIS PROJECT LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Fran is a Registered Social Worker and sits on the National Advisory Forum for Social Work England. She has a Masters in Gender Studies and has worked in frontline substance misuse services and statutory social care before entering senior management. Both Fran and Laura are Clore Social Leadership Fellows. Both senior management roles have project and people management responsibilities and work to enhance the effectiveness of Oasis' well-established 'frontline' managers.

The management 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.

Diversity and Representation

Our specialist services remove the barriers women face engaging in substance treatment services, offering safe women-only spaces, well-utilised and trusted by women in the treatment system. As an organisation we are committed to representing the communities we serve. All service areas are monitored by the characteristics of clients and we know we have a good uptake of services by people who identify as LGBT. Our Board of Trustees is broadly representative. Oasis Project has clear policies and guidance on issues related to equality, diversity and rights. Equality & Diversity training is mandatory for all our staff and volunteers. We have re-energised our commitment to addressing issues of equality and diversity within our new 3-year strategic plan including an equalities action plan to address variances in this area; we know we are under-represented in our workforce by those from diverse ethnic backgrounds.

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 a key determinant in the decision-making process. Senior Staff pay is determined by the Board of Trustees. Oasis is 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. This year we have undertaken a robust payscale review led by our HR Adviser to establish a pay structure for Oasis staff. Salary bandings and a refreshed benefits package have now been approved by the Board of Trustees and the new pay structure is set to be launched in July 2022.

OASIS PROJECT LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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. 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. This year we want to build on our success, ensure our services are effective and put people's experiences at the heart of our provision.

The key overall aims for the organisation for 2021-24 are outlined in the 'strategic review' section above. We plan this year to develop our Equality, Diversity and Inclusion strategy and our Service User Involvement strategy in line with the priorities established through our strategic aims.

In December 2021 the Government launched its Drug Strategy in response to Dame Carol Black's review on drugs which referred to 'a system on its knees' and highlighted the need for significant investment into the treatment system. The strategy set out the Government's plans which include a commitment to £780m ringfenced investment over the next three years to rebuild drug treatment and recovery services, including for young people and offenders, with new commissioning standards to drive transparency and consistency. Alongside this, the strategy sets out its aims to break drug supply chains and reduce the demand for recreational drugs. Brighton & Hove is set to be one the areas for priority investment in year one (2022/23) given the prevalence of need. Oasis welcomed the strategy and its focus on treatment. We will be working with local partnership leads and commissioners to ensure that the needs of women, children and families are prioritised within Brighton & Hove's proposals to OHID who are leading on the implementation of policy recommendations and grant spending.

Oasis has been shortlisted for a Centre for Social Justice Award under the category of addiction. We will find out in 2022 whether we have won the award. We have been working with an organisation called One Small Thing towards being accredited with a Silver Quality Marker for Working with Trauma. Should we be successful these awards will acknowledge our specific skills and knowledge working with women, children and families impacted by substance misuse.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report, including the strategic report, was approved by the Board of Trustees.

Rosi Viljoen

R Viljoen

Trustee

Dated: 27/09/2022

OASIS PROJECT LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees Responsibilities

The trustees, who are also the directors of Oasis Project for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts 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 year.

In preparing these accounts, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities", issued in March 2005;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the accounts 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.

OASIS PROJECT LTD

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF OASIS PROJECT LTD

Opinion

We have audited the financial statements of Oasis Project Ltd (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and 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 2022 and of its incoming resources and application of resources, 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 charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

OASIS PROJECT LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED) 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 charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

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

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

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

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud, the audit engagement team made enquiries of management, and those charged with governance, regarding the procedures relating to identifying, evaluating and complying with;

1. laws and regulations and whether they were aware of any instances of non-compliance;
6. detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
7. the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, General Data Protection Regulations, Companies Act, Charities Act 2011, Charities Statement of Recommended Practice and employment law and regulations. We performed audit procedures to detect non-compliance, which may have a material impact on the financial statements. These included reviewing financial statement disclosures and evaluating advice received from external advisors. There were no significant laws and regulations we deemed as having an indirect impact on the financial statements.

OASIS PROJECT LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF OASIS PROJECT LTD

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Karen Corduff ACA FCCA (Senior Statutory Auditor)

Richard Place Dobson Services Limited

Chartered Accountants

Statutory Auditor

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Ground Floor
1 - 7 Station Road
Crawley
West Sussex
RH10 1HT

OASIS PROJECT LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Current financial year

	Notes	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Income from:						
Donations and legacies	3	9,366	-	-	9,366	10,699
Charitable activities	4	684,752	-	448,855	1,133,607	1,282,167
Investments	5	2,011	-	-	2,011	1,375
Other income	6	51,337	-	-	51,337	46,618
Total income		747,466	-	448,855	1,196,321	1,340,859
Expenditure on:						
Raising funds	7	22,909	-	-	22,909	53,539
Charitable activities						
Fulfilling Lives	8	2,360	-	97,029	99,389	313,388
Young Person Services	8	9,886	-	237,053	246,939	272,980
Creche Services	8	60,273	-	6,900	67,173	78,786
Adult Services	8	596,458	-	107,873	704,331	611,672
Total charitable expenditure		668,977	-	448,855	1,117,832	1,276,826
Total resources expended		691,886	-	448,855	1,140,741	1,330,365
Net incoming resources before transfers		55,580	-	-	55,580	10,494
Gross transfers between funds		(30,000)	30,000	-	-	-
Net income for the year/ Net movement in funds		25,580	30,000	-	55,580	10,494
Fund balances at 1 April 2021		267,401	10,000	-	277,401	266,906
Fund balances at 31 March 2022		292,981	40,000	-	332,981	277,400

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

OASIS PROJECT LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Prior financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:					
Donations and legacies	3	10,699	-	-	10,699
Charitable activities	4	641,644	-	640,523	1,282,167
Investments	5	1,375	-	-	1,375
Other income	6	46,618	-	-	46,618
Total income		700,336	-	640,523	1,340,859
Expenditure on:					
Raising funds	7	53,539	-	-	53,539
Charitable activities					
Fulfilling Lives	8	8,470	-	304,918	313,388
Young Person Services	8	80,251	-	192,729	272,980
Creche Services	8	60,950	-	17,836	78,786
Adult Services	8	450,294	-	161,378	611,672
Total charitable expenditure		599,965	-	676,861	1,276,826
Total resources expended		653,504	-	676,861	1,330,365
Net incoming resources before transfers		46,832	-	(36,338)	10,494
Gross transfers between funds		(10,000)	10,000	-	-
Net income for the year/ Net movement in funds		36,832	10,000	(36,338)	10,494
Fund balances at 1 April 2020		230,568	-	36,338	266,906
Fund balances at 31 March 2021		267,400	10,000	-	277,400

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

OASIS PROJECT LTD

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	14		14,899		16,319
Current assets					
Debtors	15	43,799		74,154	
Cash at bank and in hand		472,783		347,221	
		<u>516,582</u>		<u>421,375</u>	
Creditors: amounts falling due within one year	16	<u>(178,500)</u>		<u>(140,294)</u>	
Net current assets			<u>338,082</u>		<u>281,081</u>
Total assets less current liabilities			<u>352,981</u>		<u>297,400</u>
Creditors: amounts falling due after more than one year	17		<u>(20,000)</u>		<u>(20,000)</u>
Net assets			<u><u>332,981</u></u>		<u><u>277,400</u></u>
Income funds					
<u>Unrestricted funds</u>					
Designated funds	20	40,000		10,000	
General unrestricted funds		<u>292,981</u>		<u>267,400</u>	
			<u>332,981</u>		<u>277,400</u>
			<u><u>332,981</u></u>		<u><u>277,400</u></u>

OASIS PROJECT LTD

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 27/09/2022.

Rosi Viljoen

R Viljoen

Trustee

Company registration number 03447762

OASIS PROJECT LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	24		152,539		135,248
Investing activities					
Purchase of tangible fixed assets		(29,306)		(28,235)	
Proceeds from disposal of tangible fixed assets		318		-	
Investment income received		2,011		1,375	
Net cash used in investing activities			(26,977)		(26,860)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			125,562		108,388
Cash and cash equivalents at beginning of year			347,221		238,833
Cash and cash equivalents at end of year			472,783		347,221

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Oasis Project Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Globe House, 3 Morley Street, Brighton, East Sussex, BN2 9RA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's memorandum & articles of association, the Companies Act 2006 and "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 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 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.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income is accounted for on a receivable basis.

1.5 Expenditure

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

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

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 56.1%

Fulfilling Lives 0.0%

Crèche 11.1%

Young Person Services 32.8%

Central Support Services Allocation:

Adult Services 48.9%

Fulfilling Lives 21.3%

Crèche 7.5%

Young person Services 22.3%

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.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	20% of reducing balance
Fixtures and fittings	Between 20% - 50% on straight line basis
Computers	100% straight line where the asset is funded through a grant

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

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

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.9 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.10 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.

1.11 Employee benefits

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

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

1.12 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.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these 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 2022

3 Donations and legacies

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Donations	9,366	10,699

4 Charitable activities

	Charitable activities 2022 £	Charitable activities 2021 £
Performance related grants	1,133,607	1,282,167
Analysis by fund		
Unrestricted funds - general	684,752	641,644
Restricted funds	448,855	640,523
	<u>1,133,607</u>	<u>1,282,167</u>

Performance related grants

Addiction & Recovery Covid-19 Response Fund	-	24,907
Barclays 100x100 UK Covid-19 Community Relief Fund	-	100,000
BBC Children in Need Main Grant	6,900	37,937
BBC Children in Need Small Grant	9,951	-
BBC Children in Need (DCMS Youth Investment Fund)	23,844	-
Blagrove Charitable Trust	12,900	-
Bloom Foundation	20,000	20,000
Brighton District Nurses Association Trust	5,652	5,402
Brighton Housing Trust Fulfilling Lives Delivery	76,942	305,858
Brighton Housing Trust Fulfilling Lives - Repayment Fund	(15,765)	(22,295)
Brighton & Hove City Council Communities Fund Covid Recovery Grant	-	6,250
Brighton & Hove City Council - Children and Young People	23,167	23,167
Brighton Housing Trust Fulfilling Lives - Looking Forward	35,852	21,355
Brighton & Hove City Council - Public Health England HIV Prevention Grant	22,584	22,584
Brighton & Hove City Council - Public Health England Innovation Grant	105,251	110,888
Chalk Cliff Trust	-	5,000
Change Grow Live	399,206	376,070
Community for the Blessed Virgin Mary	3,000	3,000
Derek & Eileen Dodgson Foundation	1,000	1,500
Department of Work and Pensions Challenge Fund (Reducing Parental Conflict)	-	52,129
East Sussex County Council Project Adder - Recovery Initiatives	18,619	-
East Sussex County Council Project Adder - Sex Worker Service	10,974	-
East Sussex Veterans Hub	3,280	-

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities	(Continued)	
Ernest Kleinwort Charitable Trust	-	4,500
East Sussex County Council Innovation Fund	75,000	56,250
The Henry Smith Charity	50,050	-
Masonic Charitable Foundation	5,726	-
Miscellaneous Grants	4,198	12,984
Ministry of Justice Emergency Covid-19 Grant	-	33,239
Ministry of Justice Women's Community Sector Core Funding Grant	67,523	53,192
NHS - COVID vaccine uptake grant	4,900	-
Pebble Trust	4,910	-
Sure Start	2,000	2,000
Sussex Community Foundation	-	4,800
Sussex Police and Crime Commissioner Safe Space Funding	20,000	15,000
Sussex Police and Crime Commissioner Domestic Abuse Grant	38,412	
Sussex Police and Crime Commissioner REBOOT Training Grant	73,300	
The Breadsticks Foundation	22,231	-
The Isabel Blackman Foundation	-	2,000
The Leigh Trust Grant	2,000	
Vicar's Relief Fund	-	450
Wellcome Trust	-	4,000
	<hr/>	<hr/>
	1,133,607	1,282,167
	<hr/>	<hr/>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities

(Continued)

For many of the grants received a small description has been included below:

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.

BBC Children in Need (main Grant)

The final year of our main grant towards staffing and materials for our Creche and mellow Parenting programme.

BBC Children in Need (DCMS Youth Investment Fund)

Capital grant towards costs of renovating our Young Oasis premises.

Blagrave Trust

A core funding grant towards the costs of increasing capacity within the service to respond to the needs of those aged 16+ and to develop co-production with Children and Young People.

Brighton & Hove City Council Children and Young People's Grant

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 HIV Prevention

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 District Nurses Association Trust

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

Brighton Housing Trust - Fulfilling Lives

This was the final year of funding 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.

Brighton Housing Trust - Fulfilling Lives (Looking Forward)

Funding was received as part of the Fulfilling Lives Programme to deliver Looking Forward which works with women who have had children permanently removed from their care.

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.

Change Grow Live (CGL)

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

Community of the Blessed Virgin Mary

Grant funding towards our creche for babies and children affected by substance misuse in the family.

Dodgson Foundation

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

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities

(Continued)

East Sussex County Council Project Adder - Recovery Initiatives

A grant to deliver 'Empower' programme offering group and 1-1 interventions for women with crack/opiate issues in Hastings.

East Sussex County Council Project Adder - Sex Worker Service

A grant to set up and deliver the Adder Sex Worker Service for women in Hastings with a crack/opiate addiction who are involved in sex work.

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.

East Sussex Veteran's Hub

A sub-contract via Project Adder to offer in-reach to women in Bronzefield prison with crack/opiate issues.

Henry Smith

Supports delivery of Oasis Project's services for families including our therapy service for children and young people and programmes for parents such as Mellow Parenting.

Masonic Charitable Foundation

Funding to increase capacity of Young Oasis therapy service in Hastings.

Ministry of Justice Women's Community Sector Core Funding

Funding was awarded to support core delivery of our services for adult women.

NHS Covid Vaccine uptake grant

Funding for a project to improve communication and uptake of the Covid vaccination among Oasis Project clients.

Pebble Trust

Funding to support staffing and equipment for our crèche.

Sussex Police and Crime Commissioner (SPCC) – Domestic Abuse Funding

Grant funding for the provision of complex needs support to women.

Sussex Police and Crime Commissioner 'Safe Space' Funding

Funding was awarded to support delivery of our Sex Workers Outreach Project, including delivery of training to Police and other professionals.

Sussex Police and Crime Commissioner REBOOT Training Grant

Grant to deliver a virtual training programme to police and professionals around trauma informed working with children, young people and families.

Sure Start

Small grant towards the costs of staffing in the Crèche.

The Breadsticks Foundation

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

The Leigh Trust

Grant funding towards adult service provision in Brighton and Hove.

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

5 Investments

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Interest receivable	2,011	1,375

6 Other income

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Other income	38,899	3,606
Internship funding	7,638	4,674
Furlough grant funding	4,800	38,338
	<u>51,337</u>	<u>46,618</u>

7 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
<u>Raising donations & legacies</u>		
Other fundraising costs	2,073	961
Staff costs	20,836	52,578
	<u>22,909</u>	<u>53,539</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

8 Charitable activities

	Fulfilling Young Person Lives	Services	Creche Services	Adult Services	Total 2022	Total 2021
	2022 £	2022 £	2022 £	2022 £	£	£
Staff costs	70,834	144,727	38,394	434,212	688,167	814,876
Other charitable activity costs	13,855	24,611	1,711	62,729	102,906	140,164
	<u>84,689</u>	<u>169,338</u>	<u>40,105</u>	<u>496,941</u>	<u>791,073</u>	<u>955,040</u>
Share of support costs (see note 9)	14,230	76,084	26,539	202,959	319,812	303,346
Share of governance costs (see note 9)	470	1,517	529	4,431	6,947	5,912
	<u>99,389</u>	<u>246,939</u>	<u>67,173</u>	<u>704,331</u>	<u>1,117,832</u>	<u>1,276,826</u>
Analysis by fund						
Unrestricted funds - general	2,360	9,886	60,273	596,458	668,977	599,965
Restricted funds	97,029	237,053	6,900	107,873	448,855	676,861
	<u>99,389</u>	<u>246,939</u>	<u>67,173</u>	<u>704,331</u>	<u>1,117,832</u>	<u>1,276,826</u>

For the year ended 31 March 2021

	Fulfilling Young Person Lives	Services	Creche Services	Adult Services	Total 2021
	£	£	£	£	£
Staff costs	228,165	220,017	32,595	334,099	814,876
Other charitable activity costs	43,795	37,121	4,978	54,270	140,164
	<u>271,960</u>	<u>257,138</u>	<u>37,573</u>	<u>388,369</u>	<u>955,040</u>
Share of support costs (see note 9)	39,726	85,463	22,802	155,355	303,346
Share of governance costs (see note 9)	769	1,655	473	3,015	5,912
	<u>313,388</u>	<u>272,980</u>	<u>78,786</u>	<u>611,672</u>	<u>1,276,826</u>
Analysis by fund					
Unrestricted funds - general	8,470	80,251	60,950	450,294	599,965
Restricted funds	304,918	192,729	17,836	161,378	676,861
	<u>313,388</u>	<u>272,980</u>	<u>78,786</u>	<u>611,672</u>	<u>1,276,826</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

9 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	134,009	-	134,009	161,812	-	161,812
Depreciation	30,408	-	30,408	30,407	-	30,407
Fulfilling Lives	50,539	-	50,539	18,074	-	18,074
Young Person Services	-	-	-	38,828	-	38,828
Creche Services	-	-	-	9,478	-	9,478
Adult Services	104,856	-	104,856	70,412	-	70,412
Audit fees	-	6,720	6,720	-	5,700	5,700
Bank charges	-	97	97	-	95	95
Trustees expenses	-	130	130	-	117	117
	<u>319,812</u>	<u>6,947</u>	<u>326,759</u>	<u>303,346</u>	<u>5,912</u>	<u>309,258</u>
Analysed between						
Charitable activities	<u>319,812</u>	<u>6,947</u>	<u>326,759</u>	<u>303,346</u>	<u>5,912</u>	<u>309,258</u>

10 Net movement in funds

	2022	2021
	£	£
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	<u>30,408</u>	<u>30,407</u>

11 Auditor's remuneration

Fees payable to the charity's auditor and associates:	2022	2021
	£	£
Audit of the charity's annual accounts	<u>6,720</u>	<u>6,930</u>

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. During the year £130 (2021: £34) was paid to Trustees in repaid expenses for travel and subsistence.

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

13 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Direct Charitable	33	28
Management and administration	5	5
	<hr/>	<hr/>
Total	38	33
	<hr/> <hr/>	<hr/> <hr/>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	771,269	929,051
Social security costs	56,675	73,181
Other pension costs	15,070	19,164
	<u>843,014</u>	<u>1,021,396</u>

Key management personnel of the charitable company comprise the CFO and the head of business development. The total employee benefits for key management personnel of the charity was £96,375 (2021: £87,129).

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

14 Tangible fixed assets

	Leasehold land and buildings £	Fixtures and fittings £	Total £
Cost			
At 1 April 2021	85,169	42,705	127,874
Additions	24,170	5,136	29,306
Disposals	(2,200)	-	(2,200)
At 31 March 2022	<u>107,139</u>	<u>47,841</u>	<u>154,980</u>
Depreciation and impairment			
At 1 April 2021	78,985	32,570	111,555
Depreciation charged in the year	22,212	8,196	30,408
Eliminated in respect of disposals	(1,882)	-	(1,882)
At 31 March 2022	<u>99,315</u>	<u>40,766</u>	<u>140,081</u>
Carrying amount			
At 31 March 2022	<u>7,824</u>	<u>7,075</u>	<u>14,899</u>
At 31 March 2021	<u>6,184</u>	<u>10,135</u>	<u>16,319</u>

15 Debtors

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	(1)	7,357
Other debtors	15,683	37,456
Prepayments and accrued income	28,117	29,341
	<u>43,799</u>	<u>74,154</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

16 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		13,710	15,808
Deferred income	18	53,382	39,411
Trade creditors		49,916	30,176
Other creditors		17,420	25,666
Accruals		44,072	29,233
		<u>178,500</u>	<u>140,294</u>

17 Creditors: amounts falling due after more than one year

	2022 £	2021 £
Dilapidations provision	<u>20,000</u>	<u>20,000</u>

18 Deferred income

	2022 £	2021 £
Arising from Deferred grant income	<u>53,382</u>	<u>39,411</u>

Deferred income relates to grants where period covered extends past the year end. Last years deferred income of £39,411 was all released in the year and the deferred income of £53,382 relates to 4 grants and will be released in the following year.

19 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:

	Balance at 1 April 2021 £	Incoming resources £	Movement in funds Resources expended £	Transfers £	Revaluations, gains and losses £	Balance at 31 March 2022 £
ESCC - Recovery Fund		75,000	(75,000)			
East Sussex Veterans Hub		3,280	(3,280)			
Fulfilling Lives - Looking forward	-	35,852	(35,852)	-	-	-
Back on Track Funding 2020/21	-	100,051	(100,051)	-	-	-
CIN 3 yr Starts 01/07/2018	-	6,900	(6,900)	-	-	-
Fulfilling Lives Delivery Grant - repayment	-	(15,765)	15,765	-	-	-
Fulfilling Lives Delivery NEW	-	76,942	(76,942)	-	-	-
CIN Y1	-	9,950	(9,950)	-	-	-
Adder Recovery Empower		18,619	(18,619)			

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

19 Restricted funds

(Continued)

ADDER Sex Worker Support Service		10,974	(10,974)			
Breadsticks Foundation	-	22,231	(22,231)	-	-	-
Public Health England Innovation Grant	-	5,200	(5,200)	-	-	-
Bloom Foundation	-	20,000	(20,000)	-	-	-
Henry Smith Charity	-	50,050	(50,050)	-	-	-
Brighton District Nurses Association Trust	-	5,726	(5,726)	-	-	-
CIN Capital Grant	-	23,844	(23,844)	-	-	-
		<u>448,854</u>	<u>(448,854)</u>			

	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2021
Welcome Trust Grant	-	4,000	(4,000)	-	-	-
Reducing Parental Conflict Activities	-	100,000	(100,000)	-	-	-
One Family Foundation	-	96,492	(96,492)	-	-	-
Department of Media, Culture and Sport Tampon Tax	-	52,129	(52,129)	-	-	-
National Lottery (Community Fund)	-	21,355	(21,355)	-	-	-
Pebble Trust	-	14,836	(14,836)	-	-	-
BBC Children in Need Main Grant	-	14,396	(14,396)	-	-	-
Fulfilling Lives Delivery Grant	-	12,638	(12,638)	-	-	-
Fulfilling Lives Delivery Grant - repayment	-	(22,295)	22,295	-	-	-
Fulfilling Lives Delivery NEW	-	305,858	(305,858)	-	-	-
Eaton Fund - Client Grant	-	7,463	(7,463)	-	-	-
East Sussex Women	-	4,800	(4,800)	-	-	-
BBC Children in Need Small Grant	-	3,000	(3,000)	-	-	-
Breadsticks Foundation	36,338	-	(36,338)	-	-	-
Chalk Cliff Trust	-	450	(450)	-	-	-
Bloom Foundation	-	19,999	(19,999)	-	-	-
Henry Smith Charity	-	-	-	-	-	-
Masonic Charitable Foundation	-	5,402	(5,402)	-	-	-
The League of the Helping Hand - Client Grant	-	-	-	-	-	-
Brighton & Hove City Council - Public Health	-	-	-	-	-	-
England Innovation Grant	-	-	-	-	-	-
	<u>36,338</u>	<u>640,523</u>	<u>(676,861)</u>			

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

19 Restricted funds

(Continued)

Please see note 4 for the descriptions of the restricted funds.

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Transfers	Balance at	Transfers	Balance at
	£	1 April 2021	£	31 March
		£		2022
Project to review remuneration	10,000	10,000	30,000	40,000
	<u>10,000</u>	<u>10,000</u>	<u>30,000</u>	<u>40,000</u>
	<u>10,000</u>	<u>10,000</u>	<u>30,000</u>	<u>40,000</u>
	<u><u>10,000</u></u>	<u><u>10,000</u></u>	<u><u>30,000</u></u>	<u><u>40,000</u></u>

The designated fund has been set aside to carry out a project to look at the staff grading system to address some of the inconsistencies that impact staff turnover

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

21 Analysis of net assets between funds

	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:								
Tangible assets	14,899	-	-	14,899	16,319	-	-	16,319
Current assets/(liabilities)	298,082	40,000	-	338,082	271,081	10,000	-	281,081
Long term liabilities	(20,000)	-	-	(20,000)	(20,000)	-	-	(20,000)
	<u>292,981</u>	<u>40,000</u>	<u>-</u>	<u>332,981</u>	<u>267,400</u>	<u>10,000</u>	<u>-</u>	<u>277,400</u>

OASIS PROJECT LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

23 Covid-19

At the reporting date Covid-19 caused widespread lockdown measures to be imposed in the UK and worldwide. This has resulted in a reduction in both supply and demand in the economy. It is not currently possible to estimate the impact this will have on the future financial results of the charity but management consider it to be a significant uncertainty. Management have assessed the impact of Covid-19 on the results reported for the financial year ended 31 March 2022 and consider that all COVID 19 related costs and effects have been reflected in the accounts.

24 Cash generated from operations	2022	2021
	£	£
Surplus for the year	55,580	10,495
Adjustments for:		
Investment income recognised in statement of financial activities	(2,011)	(1,375)
Depreciation and impairment of tangible fixed assets	30,408	30,407
Movements in working capital:		
Decrease in debtors	30,356	40,139
Increase in creditors	24,235	27,838
Increase in deferred income	13,971	27,744
Cash generated from operations	<u>152,539</u>	<u>135,248</u>

25 Analysis of changes in net funds

The charity had no debt during the year.