

Dosh LIMITED

Registered No: 06337548

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2023



Dosh LIMITED
(A Company limited by guarantee)

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Introduction

**These papers tell readers what the company has been doing
between April 2022 and March 2023.**

**The directors have written about what has gone well and what
needs development.**

You can see how the company has managed its money.

The accounts have been checked by our Auditor Sayer Vincent LLP

**Some of these papers must be written in legal language. We have
introduced each section with an Easy Read text box.**

Dosh LIMITED
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COMPANY INFORMATION

DIRECTORS

Chris Blake

Roger Breeden
(Chairperson)

Jenny Garrigan

Tudor Jones

Mark Windsor Kasekende

Phyllis Maynard

Damian Piper

Stephen Raw
(Managing Director)

Kathryn Scott

COMPANY SECRETARY

Martin Pilkington

COMPANY NUMBER

06337548

Dosh LIMITED
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COMPANY INFORMATION

REGISTERED OFFICE	134 Edmund Street Birmingham B3 2ES
AUDITOR	Sayer Vincent LLP Statutory Auditor Invicta House 108-114 Golden Lane London EC1Y 0TL
BANKERS	Barclays Bank PLC 43 High Street Sutton Surrey SM1 1DR
SOLICITORS	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

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DIRECTORS' REPORT
for the year ended 31 March, 2023

**This section explains that directors are responsible for putting
together accounts which must show a true and fair view.**

This is the law.

The directors present their report and financial statements for the year ended 31 March, 2023.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

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

Company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and accounting estimates that are reasonable and prudent.

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- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the company will continue in operation.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy, at any time, the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements and other information included in Directors' Report may differ from legislation in other jurisdictions.

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PRINCIPAL ACTIVITIES

The principal activity of the company during the year was to provide financial advocacy and appointeeship services to people with a learning disability.

DIRECTORS

The directors who served during the year, or subsequent to the year end, were:

Chris Blake

Roger Breeden (appointed 13 January, 2023)

Jenny Garrigan (appointed 1 April, 2022)

Tudor Jones

Mark Windsor Kasekende

Phyllis Maynard (appointed 5 May, 2023)

Damian Piper (appointed 15 August, 2022)

Stephen Raw

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Kathryn Scott

The directors have no financial interest in the company, it being limited by guarantee.

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chairman

Chairperson's Report

I'm writing this introduction as interim chairperson. The board has further developed its membership, having welcomed Damian Piper, Phyllis Maynard and Roger Breeden onto the board this year. I am delighted that Thera Trust board accepted our recommendation to appoint Roger as the new chairperson of our board. I look forward to sitting around the table, continuing to be part of Dosh and welcoming further new directors to the board.

These are challenging times with rising costs, limitations on income, and challenges with staff supply. Dosh, however, has continued to attract both talented and enthusiastic staff to the team. We are grateful to each and every staff member for their resilience through the restrictions imposed as a result of COVID-19 and continued service provided to people with a learning disability.

Dosh's inclusive approach can be seen throughout the company, including in our strategic planning, drawing on the talent and experience of our team; and indeed how the team itself is structured.

Dosh has carried on its tradition of checking in with people about the service they receive and have looked at new and even better ways of doing this. You can read about the work of our Financial Advocates alongside people with a learning disability, and the impact dosh staff are having in their lives. Steve Raw, Managing Director and the team have looked at how we can better

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measure Dosh's impact, with the support of Meike Beckford, Head of Impact Management, Thera Trust.

Despite the challenging environment within which Dosh works, this report shows the long list of achievements and innovation Dosh continues to demonstrate. We are now supporting more than 1400 people which is an increase of 5.3% on the previous year. The team has been working hard to ensure that it can support more people in the future.

After the year end, we heard that Steve Raw has decided to hang up his hat for a well-earned retirement. A tremendous part of Dosh's success is owed to Steve, his passion, leadership and sheer hard work over 14 years. Many people – those with a learning disability, families and members of staff owe a debt of gratitude to Steve and he will be much missed.

We now embark on the challenging task of recruiting a new Managing Director and we look forward to reporting success in next year's report.

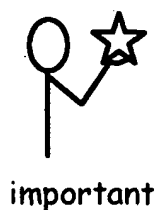
It has been a pleasure and an honour to be the interim chairperson of Dosh.

Jenny Garrigan
Chairperson (interim)

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DIRECTORS' REPORT
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What is Important for Dosh¹




Dosh is part of the Thera Group. Thera has always said that the people it supports must be involved in how the organisation does its job. Thera's Vision clearly sets out Thera's philosophy of control and involvement by people with a learning disability:

Our vision

	Thera will show that people with a learning disability can be leaders in society
	Thera will be controlled by people with a learning disability
	People supported by Thera can say how their Thera company is directed and managed
	People with a learning disability will design the support they want from Thera.
	Thera will respect the rights and wishes of people at work, at home and in the community
	People with a learning disability will check the quality of support from their Thera company
	Thera Group will be led by a charity

www.thera.co.uk


Thera Group
Supporting people with a learning disability

¹ Thera Trust¹ is our parent company. Its charitable objects are "the relief of persons with learning disabilities, their families and carers by the provision of support services including services in the support of residential, respite and other suitable forms of care, education and work opportunities and to promote public awareness of the needs of such persons and to give support to their families" and "the promotion of the effective use of charitable resources for the benefit of the public by the provision of services to organisations involved in the relief of persons with learning disabilities, their families and carers."

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The Dosh Promise

We asked some of the people we support what they think about the support and information they get from Dosh and what we can do better in the future.

We used everyone's answers to write a list of standards called the 'Dosh Promise'. This says how we will support each person we work with. We continued to use the Dosh Promise during 2022-23 to check that we are supporting people well.

- ✓ I will be able to use my money to do the things I want.
- ✓ I can be as involved as I want in my money.
- ✓ I will spend my money in the way that I want.
- ✓ I will get the information I want about my money in a way I can understand.
- ✓ I will have my own Financial Advocate who visits me, knows what I like and listens to what I want.
- ✓ My Financial Advocate will give me support and information to help me manage my money.
- ✓ Dosh will tell me about my money, what they are doing and answer any questions I have.
- ✓ Dosh will help me to keep my money safe.

Our Dosh Promise – Dosh – Financial Advocacy

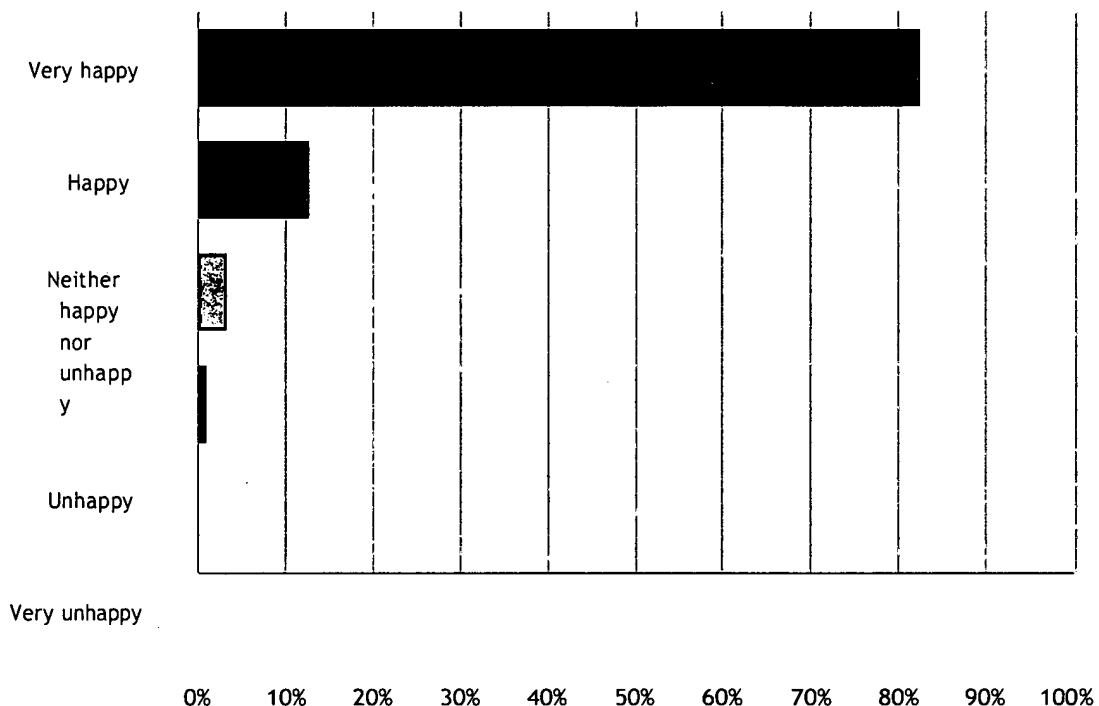
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From our last consultation with the people we support they said:

Q5 How happy are you with Dosh's support?

Answered: 86 Skipped: 14



ANSWER CHOICES	RESPONSES
Very happy	82.56%
Happy	12.79%

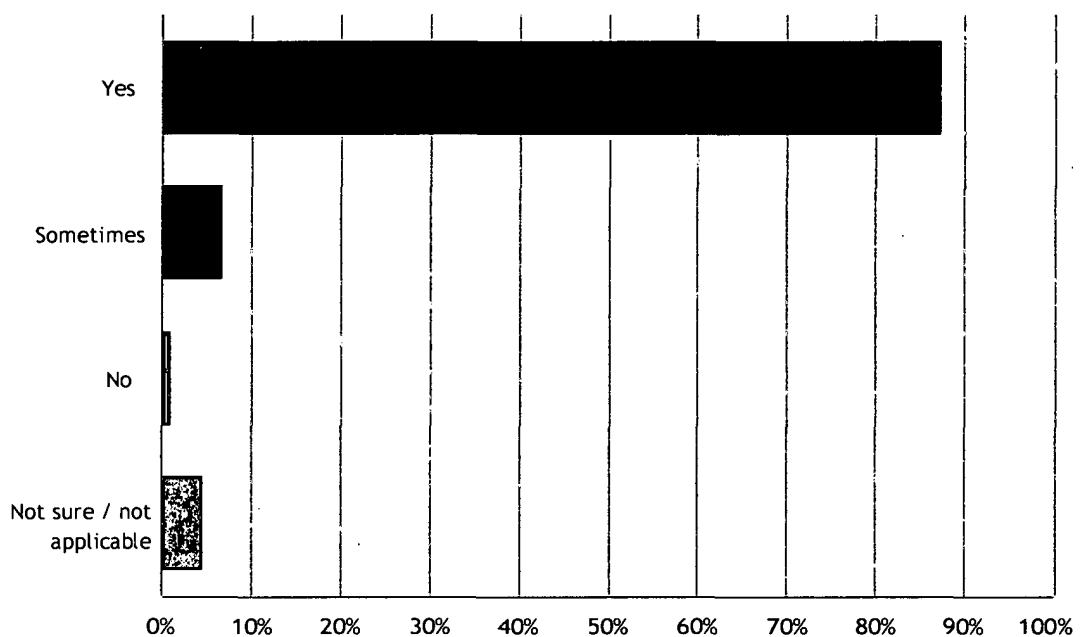
“As a commissioner I can say that the feedback from our team is that the support that DOSH provides to our clients to manage their money and pay their bills is excellent.”

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Q6 Can you use your money to do the things you want?

Answered: 87 Skipped: 13



ANSWER CHOICES	RESPONSES
Yes	87.36%

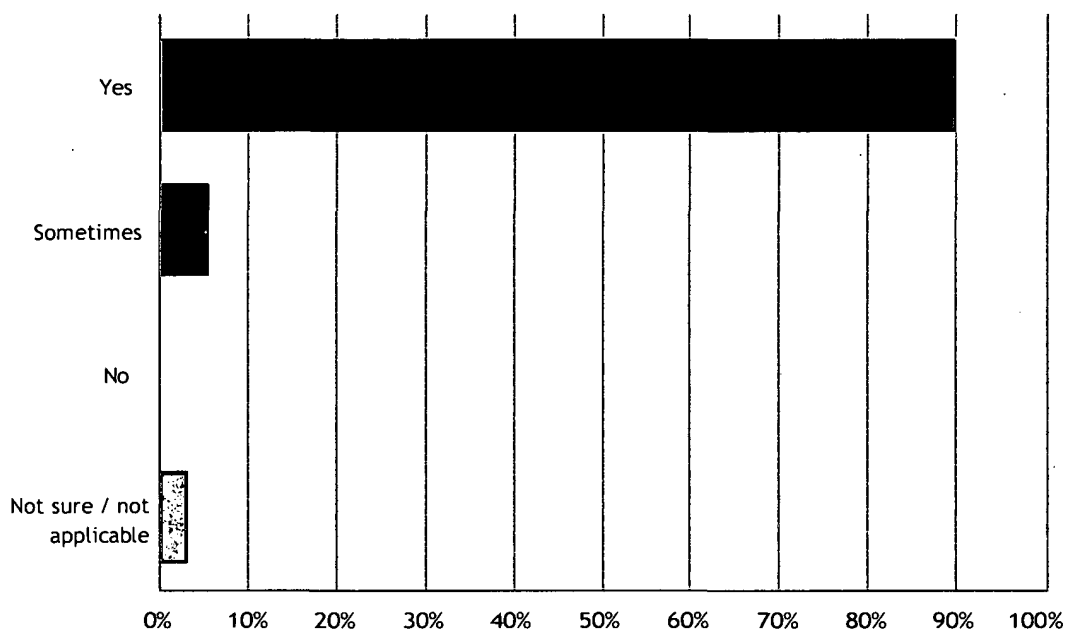
"Sue is very thorough in all requests sent to her and an excellent communicator"

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Q7 Does your money plan include all the things you enjoy doing?

Answered: 86 Skipped: 14



ANSWER CHOICES	RESPONSES
Yes	90.70%
Sometimes	5.81%

“Sarah is very person centred in the way she manages the people we support money”

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At the end of 2022 – 23 we were supporting:

Dosh continues to see growth across the country in the regions we support people. We are now supporting 1400 people, this is despite some local authorities removing direct payment services e.g. Individual Service Funds and Personal Budgets for people we previously supported in 2022/23.

Description	Number²
Individuals who have a Financial Advocate	1364
Circles Dosh is involved in re direct payment	30
Individual Service Funds managed	0
Bill Account only service	5
Total amount of Individuals receiving support from DOSH	1399
Under referral status	12
Dosh External Supported Individuals	1138
Thera Supported Individuals	261

Financial Advocacy in action



advocacy

Jean had to move in a hurry after problems at her previous house.

In a new house, with a new support team, she was surrounded by borrowed things as no-one knew where her belongings were. She told her new Dosh Financial Advocate and support team how she missed her things but did not know where they were being kept.

Her Advocate did some research and found that some payments were for storage costs. Jean was unfortunately not well, so they knew that they needed to do something sooner rather than later. Liaising with the support team and social worker, and digging through paperwork, they eventually found the

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storage unit. After a bit of negotiating with the company to explain Dosh's role, Jean's Advocate was able to regain access.

Her support team were able to bring her things to her new house and said she was delighted when she was reunited with them. When she saw her chair, she said, "I had one of them in my old flat," and she told her baby doll, "I missed you, where have you been?"

Finding the storage unit saved Jean money from ongoing storage costs and buying new items, but more importantly, it was the sentimental value of the things she thought were gone. Having her things back has helped her to settle into her new place and enjoy life – her advocate continues to visit her regularly and says she makes her laugh every time she visits.

"It reminds you why we talk to the people we support and listen to them, as this is what meant we knew she had those things and she also missed them."



In 2022-23 Dosh had these strategic aims and 10 Commitments

Our Aims:

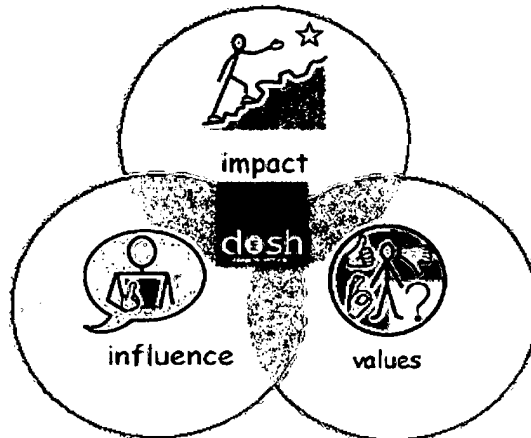
aims

Dosh Strategy for 2022-23

Dosh's mission continues to be for people to have more control and independence over their money. More particularly, Dosh's purpose is to empower, give voice to and enable everyone with a learning disability to be more independent and have more control over their money to live the life they choose.

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2022-23 Business Plan - 10 Commitments

- We make 'commitments' because we are committed to doing what we say we will do. (We are not in the business of 'wishing' or 'hoping').
- We 'Endeavour' (showing real intent to see things through to the end because 'trying' doesn't cut it for Dosh).

What was achieved in 2022-23



project

1. Project 2000

- Access to Advocates calendars 'view details mode'

To encapsulate this strategic direction Dosh launched 'Project 2000' to position Dosh ready to support 2000+ people

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In 2022/23 **we** met our objectives set out in the Project Implement Document (PID) for Project 2000.

- ✓ We now have Project Group which meets on a regular basis.
- ✓ There is a current review which is ongoing for our Financial Advocates Handbook which sets out all our financial controls, processes, and systems.
- ✓ Financial Advocates have full area access on Docuware (Electronic Filing System) have access to all areas of the system. This gives us more flexibility for cover and quick responses to new growth.
- ✓ National Autistic Society (NAS) began their project to transfer over 75 people's appointeeship to Dosh.
- ✓ Dosh introduced a LMS (Learning Management System) from Thera Trust for all staff. The LMS was launched in Dosh on 9th January 2023 and our colleagues are already completing training modules successfully.
- ✓ Our new OTP 'Pin Sentry' e-reader has made a huge difference in our responsiveness to getting our card payments done
- ✓ We introduced a new LinkedIn Page dedicated to all things Dosh. We have significantly exceeded the growth target for followers set by the Communications Team
- ✓ We are now supporting 1400 people.

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Our Project 2000 group regularly meet. We cover the following:

- ✓ Growth
- ✓ Our work on social media, our website, and the development of a Dosh LinkedIn page
- ✓ Our plans for Money Awareness Training and the possibilities and options for Funding across England, Scotland and Wales.
- ✓ A focus on Co-Production
- ✓ A focus on Social Impact
- ✓ Business Case updates
- ✓ IT Equipment and Docuware



well-being

2. Wellbeing and Diversity

Supporting staff wellbeing, diversity awareness and engagement

We believe our employee wellbeing can directly improve the mental and physical health of the workforce, with general health being linked to increased levels of productivity, performance and retention and reduced absence.

In 2022/23 we celebrated diversity, ensure wellness and wellbeing and active engagement with our colleagues, and regularly ask them how they are feeling.

We looked at our systems and processes to keep our colleagues safe when supporting people

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- ✓ We now have four additional volunteer Wellbeing Buddies which now means each Wellbeing Buddies will only have four people to support
- ✓ Wellbeing is a standard agenda item on the Zero Harm Committee (Health and Safety) agenda and items are regularly raised by colleagues
- ✓ We publish a weekly Wellbeing and Diversity and Feel-Good Friday e-newsletter
- ✓ Our Wellbeing Buddy programme is unique in Thera Group.
- ✓ During March's Dosh Development and Training Day we hosted a mini workshop on Wellbeing and Mental Health by our Wellness Coach and also a presentation on 'Laughing Yoga'.

"Thank you to my buddy for being there and helping me with advice and guidance when needed." "She is an amazing person"

From a Dosh Team member



money

3. Access to Money

Promoting better access to money for the people we support

We created better access to spending money and cards for people we support who may not have capacity for banking/spending and inclusion in digital and online payments and spending.

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We carried out research into banking products which will empower the people we support to have quick and more responsive access to their money when they need it.

- ✓ We have created a Utilities Fact Sheet for Thera East Anglia which our Financial Advocates share with the people they support too
- ✓ We signed a contract for a Dosh Pre-Paid Card
- ✓ One of our colleagues is explored a business case to outsource our change of Dosh Fees via Standing Orders
- ✓ We have introduced a Cost-of-Living item on the current crisis in our weekly 'Feel-Good Friday' (weekly E-News magazine)
- ✓ Between January and March 2023 Dosh Delivered two Money Awareness Training workshops for staff teams in Scottish Borders and Cambridgeshire
- ✓ Financial Advocates in East Midlands delivered a presentation on money planning to Sheffield Young Carers
- ✓ A Financial Advocate in the South West represented Dosh at 'Our home our life' an event about housing for people with learning disabilities in Torbay.
- ✓ We have refreshed and updated our Money Plan Game

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"It was really lovely to chat with the Mums, some of which were really struggling, and offer whatever help we could. I chatted with a Single Mum of two children who had only months left to live and needed help with her PIP form. I chatted with another Single Mum whose 13-year-old has one of the rarest genetic disabilities in the Country and is struggling to make ends meet. We chatted about things like warmer homes discount and watersure discounts and discounts on internet. She moved to Sheffield and away from everyone that she knows to be near to Sheffield Children's Hospital so has not had anybody that she could ask for help. It was quite humbling and makes you realise that the job that we do, the job the Sheffield Young carers support team do and others who do similar is totally invaluable. My colleague and I came away so happy to have been invited to help in any small way."

Dosh Financial Advocate



quality

4. Quality Assurance

Knowing we are doing a good job and ensuring consistency and quality as we grow

We reviewed our quality strategy and introduce specific roles in the team to take a lead on managing and developing quality across Dosh.

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We worked with The Quality Company during 2022/23 on new Quality Assurance protocols which put the people we support at the centre of everything we do

- ✓ We now have a dedicated team to support our No Longer Supported (NLS) work. This is money that Dosh was holding for people we no longer support or who have deceased.
- ✓ We have since transferred £1,065,397 (as at 31 December 2022) to beneficiaries so far this year.
- ✓ We completed this year's Annual Review with the people we support.

"Hi Bob just want to say thank you for all you've done you have left me with the perfect blueprint you have made a change in my life for that I am eternally grateful and wish you and your family the best"
(From a person Bob, Financial Advocate supports)



risk

5. Risk Management – for people we support
- for our company

Making smart business decisions and being well managed

We identified safeguarding risks to people we support with their money and seek to mitigate harm.

We evaluated risks and identify potential risks for our Dosh colleagues.

We evaluated risks and identify potential risks to our 'businesses and company.

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We developed our business and management policies and operational processes including when someone is no longer supported or passes away, how we deal with complaints and how we report our performance. This will give clear oversight so that we make conscious, clearly recorded decisions.

- ✓ A small working group reviewed our Lone Working Protocol which was published in October:
- ✓ We have reviewed our Complaints Policy and present a running spreadsheet on complaints during 22/23.
- ✓ We set our Health and Safety Objectives for 22/23 and report on updates at Board Meetings and during our Zero Harm Committee Chaired by a Dosh Non-Executive Director
- ✓ Items raised by Staff Representatives at the Zero Harm Committee are addressed and feedback is given to the team via the 'Feel Good Friday'
- ✓ Health and Safety was front and centre of our Dosh Days on 22/23 September which included mini workshops and presentations.



6. Leadership and Management

We continued to build self-leadership and self-organising teams to enable dynamic and flexible leadership, growth, and development.

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All of our team members are involved in communications and connections with colleagues, stakeholders, commissioners, families, and the people we support, and we consider each one of them to be a Leader.

This is our Leadership Code: [leadership-code-for-dosh.pdf](#)
[\(wordpress.com\)](#)

- ✓ During our Dosh Days in September and December we held our whole Dosh organising circle. From our previous meetings they are an effective way of communicating across the team.
- ✓ Regular regional meetings take place across the country.
- ✓ Our team members are being encouraged to deliver presentations and meetings at a high level with local authorities

"I'm loving it, amazing job and amazing team."

Financial Advocate (13 Jan 23)

7. Co-Production

If Dosh is to deliver successful services and support, we must understand the needs of the people we support and engage them closely in the design and delivery of those services.

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The TLAP (Think Local Act Personal) National Co-production Advisory Group says the following about co-production:

'Co-production is not just a word, it is not just a concept, it is a meeting of minds coming together to find shared solutions. In practice, co-production involves people who use services being consulted, included, and working together from the start to the end of any project that affects them. When co-production works best, people who use services and carers are valued by organisations as equal partners, can share power and have influence over decisions made'.

We will work with people and those who are significant in their lives to make this happen in 2022-23.

- ✓ Our consultation and review with the people we support began on 1st September 2022.
- ✓ Dosh produced a video on the challenges people with a learning disability have with their finances and housing. This video included people with a learning disability. The Video was commissioned by Essex University. Here is the video: [Barriers in banking for people with a learning disability - YouTube](#)

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From Judy Krasker Financial Advocacy Manager

I'd like to tell you a bit about our 'Your Voice' project here at Inclusion Gloucestershire, where I work as the Project Co-Ordinator. Please find attached an introduction leaflet to the Project in Easy Read and here is a link to the website, [NETWORK - WELCOME TO YOUR VOICE](https://yourvoicenetwork.org) (yourvoicenetwork.org)"



budget

8. Finance – Quality and Affordability

We continued to exercise caution and control over our Budget and Budgetary management during 2022-23.

We will continue to review how we monitor, evaluate and report on our management accounts, so that we become financially stronger and more sustainable. Dosh will also consider Growth and Consolidation (in specific areas and regions of Great Britain) during this business cycle.

We looked at ways of making our support and services affordable for the people we support while catering for peoples unique and specialised needs

- ✓ Dosh made achieved an operating surplus of £4K (£54K before CSA charges to Thera Trust) this is despite an unexpected pay (cost of living) review/rise at the end of the first quarter of 22/23 which contributed to a £24K cost to the budget

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- ✓ The deficit of £38k is made up of interest on the long-standing Debt to Thera Trust
- ✓ Dosh operates a tight budgetary control over Growth vs Pay with an established team who meet and report to the Managing Director with the outcome that pay does not exceed growth



impact

9. Social Impact – Empowering People to lead fuller lives and reaching their full potential

Understanding the relationship between actions, impact, and outcomes through data and information we gather

We will fully align our social impact management and reporting with Thera Trust.

Goal	Detail of goal	What we want in the report
Improve financial wellbeing	Enabling people to have choice and control over their money	The value of our approach and the exclusion people face around money. What we are doing to tackle this e.g., around benefits, banking, spending decisions and planning.

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- ✓ Dosh colleagues met Thera Trust's Head of Impact Management to discuss 'Dosh Data' for Thera's Social Impact Report. One of the outcomes from this meeting included a Financial Advocacy survey on people's money after 12 months with Dosh. The results after this survey show a modest increase in income of **£12.32 per week**. The individual's savings increase is more significant at **£4,738 after 12 months**.
- ✓ We were invited by MacIntyre (Families Engagement Team) <https://www.macintyrecharity.org/> to be interviewed for two Podcasts. Claire Willis our Financial Advocate in Scotland talked about Dosh and her experiences as a Financial Advocate, and the Managing Director was interviewed about being a family carer. Here are our podcasts:
 - <https://www.macintyrecharity.org/news-blogs/being-bettinas-dad-this-months-family-podcast/>
 - Episode 25 (Claire Willis – Dosh) and Episode 27 (Steve Raw, Managing Director – Being a Carer)
- ✓ Angela Atkin Financial Advocacy Manager and Kerry Measures PA have completed work with the Communications team putting together a package of 'stories' with consent both for our website and reports.

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- ✓ Thera's Head of Impact Management delivered a mini workshop on Impact Measurement for Dosh on 21 September at the Dosh Day.
- ✓ Dosh completed an impact survey for Thera Trust.



10. Support to Thera Trust

We added value to Thera Trust

What does good look like? Where are we?

- ✓ Dosh had the privilege of joining the Thera East Anglia leadership team to present the roles and responsibilities of support provider and appointee. Ultimately this is a way to engage with teams and encourage partnership working – email from Thera East MD “Thank you Phillipa your support with this is much appreciated and I am sure this will add to good working relationships.”
- ✓ The Dosh MD and Financial Advocacy Manager supported Thera East Midlands to help TEM consider banking and bill paying for new people they were going to support (who are not supported by Dosh).
- ✓ On social media platforms we have been supporting Thera companies with their recruitment campaigns
- ✓ On social media platforms we supported Thera East Anglia with their #NationalPetMonth celebrations.

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- ✓ Paul Henshaw – Financial Advocate East Anglia and Musician! Sang for Thera Gig Buddies in aid of their 24-hour world tour in aid of @GigBuddiesThera
- ✓ Provided Alison and our super Comms Team a menu of cost-of-living crisis resources which included our Money Plan game at their request.
- ✓ Following an invitation to attend Thera East Anglia's Senior Support Worker (SSW) The MD was asked by the Operations Managers to write an article: You don't have to be the one who is always inspiring – A day spent with Thera East Anglia's leaders – Leadership in the Raw
- ✓ The MD publishes a monthly Leadership Pack to everyone with a Thera email address. Here is an example:
- ✓ LEADERSHIP –COACHING AND MENTORING PACK The Christmas Special Annual 2006-2022 – Leadership in the Raw
- ✓ The MD was recently invited by a Operations Manager for Thera East Anglia (TEA)) to listen to a series of audio tapes, which are included in TEA's 'My Happiness Project', and to hear more about the workshop designed for working better with families who have sons and or daughters with a learning disability. I was invited by Justin to write this article to promote TEA's project:
- ✓ 'My Happiness Project' – 'A Family Members Perspective' – Leadership in the Raw

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Dosh Employs Great Staff



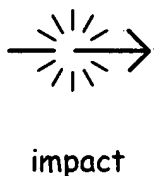
Dosh now employs 41 people who are Local Financial Advocates, Financial Assistants and Administrators.



Our staff members continue to be our most important asset and we take considerable pride in their achievements and our retention, their dedication, and the level of commitment they make every day in delivering high quality support to people. We have continued to invest in staff by offering first class support, training, development, and qualifications; ensuring that staff members are capable and motivated to meet the needs of the people we support.



As befits an organisation with Thera's Vision, we are committed to ensuring that all job applicants and employees are treated fairly and valued regardless of sex, disability, race, age, marital status, sexual orientation, religion, colour, ethnic or national origin. We value diversity and social inclusion across all our activities and our recruitment process ensures that all applicants have equal opportunity.



Dosh Financial Advocates Make a Difference in a Person's Life

Covid-19 Lockdown had an impact on many of the people we support, mainly due to the fact that many of the activities they previously attended stopped or they were unable to enjoy the things they used to such as cinema outings, having friends over and attending restaurants. In 2022-23, as Covid-19 ended,

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DIRECTORS' REPORT
for the year ended 31 March, 2023

we were able to support people to resume their previous activities and plan for their holidays.



advocacy

Financial Advocacy in action

John has lived independently for most of his life, until recent ill health meant he needed a little more support. He moved into a supported living house in Cambridgeshire and Dosh began to support him with his money.

When he moved in, he only had a bank account that had to be accessed in branch in another town, costing him a £40 round trip to get any cash. His Dosh Financial Advocate supported him to open an account that he could access in the local town and agreed a weekly budget with him so that he had regular access to spending money to do the things he enjoys. Now, he can walk into town, get his money out and go for a coffee and cake in the local café each week – his favourite thing to do! This gives him much more flexibility with when and where he can access money, helping him to be more independent and in control of his finances.

He works with his Financial Advocate through regular meetings to manage his budget. He likes to have funds available to him to do his own food shopping and get that all important cake but is also happy to delegate clothes and online 'computer shopping' to his advocate, as he gets tired walking around lots of shops. He knows what he wants and lets her know exactly what to get.

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As well as his day-to-day spending and online shopping, his Financial Advocate supports him to make bigger purchases. John's brother sadly passed away recently, and John decided that he wanted to buy the headstone for his brother's grave and be buried alongside his brother in due course. Without other family members to help with these arrangements, his advocate knew this needed to be carefully planned and documented. She worked with his support team and local companies to arrange the headstone and ensure the funds were in place to follow his wishes in the future, as well as supporting them to ensure these were recorded. This planning has enabled John to use his money for what is important to him, giving John peace of mind for his own future and helping him to lay his brother to rest.



money

Dosh's Money

In the year to March, 2023, turnover was £1.1m. (2021-22 £1.0m.). 58% of the increase can be attributed to the number of people supported and 42% to price inflation.

Dosh's accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with Dosh's Articles of Association and applicable law.

At 31 March, 2023, the company had total net overdrawn reserves of £817k (2022 - £-779k).

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for the year ended 31 March, 2023

As explained in the parent charity and financial support accounting policy note to the accounts, as part of the intra-group funding agreement, those other Thera group entities signed up to the agreement will provide support to any other entity as necessary, including not requiring the immediate repayment of intra-group debt. The directors have discussed with Thera Trust a number of means by which this debt may be reduced in the medium term.

Managing Dosh's Risk

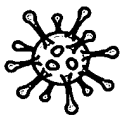


risk

Dosh's Health and Safety Committee provides the formal mechanism for Dosh jointly, with staff safety representatives, to fulfil their obligations under health and safety legislation and in line with the Group's Health and Safety Policy.

The directors have assessed the major risks to which Dosh may be exposed through a risk management strategy and are satisfied that systems are in place to minimise the incidence and impact of these risks. This strategy will be reviewed annually.

Covid-19



COVID-19

In relation to potential, additional or specific risks associated with Covid-19, the directors have acted in line with policy and guidance issued by Thera Trust, the parent company of Dosh.

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for the year ended 31 March, 2023

Financial Advocacy in action



Jade is 30 and loves to sing. She wanted to do some more singing but felt uneasy about joining a choir, so she arranged to have a lesson with a local singing teacher at home. She loved it! She immediately rang her Financial Advocate to tell her how brilliant it was and how she would love to continue with the lessons. She could only afford a lesson once a month but was keen to do more to really develop her love and skill for singing.

Her Financial Advocate looked at other ways to fund the cost. She recognised the importance of the lessons for Jade's mental health and the impact they could have on her confidence, wellbeing and self-esteem. She therefore spoke to the Local Authority about recognising the cost of weekly singing lessons as a 'disability related expense' for Jade's mental health. This means they would allow for the cost of these lessons before calculating her remaining disposable income for her contributions to her care and support. This would save her money by meaning she paid less towards her care costs*. This effectively means that the lessons are now at no extra cost to Jade, and she is able to enjoy weekly singing lessons.

Jade's singing has gone from strength to strength, with her singing teacher remarking on how stunning her voice is. The lessons are giving her the confidence to share her beautiful voice and the opportunities created by singing have really enhanced Jade's life. She has now had the confidence to join her local Rock Choir and in July 2023 she found herself singing a solo in her second concert – with her Financial Advocate, friends and family in the

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DIRECTORS' REPORT
for the year ended 31 March, 2023

audience. Jade is also now in the process of arranging to visit a local care home to have a sing along with the residents there and share the joy of singing further!



advocacy

Financial Advocacy in action

John used to spend £125 per week on taxis to get to his day centre. Public transport was not an option and his support team didn't drive, so he was dependent on taxis – costing him over £6,500 per year! Getting to the day centre was important to him as he saw his friends there and enjoyed the different activities, but this was limiting the money he had available to do other things he enjoyed.

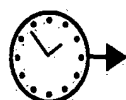
His Financial Advocate felt that this cost should count as a 'disability related expense', meaning that John would be given extra allowance for these costs when the Local Authority calculated what 'spare' income he had to contribute towards his care. He put an application together, including evidence of the expense and the necessity of the taxis and this was approved.

Recognising that he had this extra necessary expense, the Local Authority calculated that John didn't have any more 'spare' income to contribute towards his care costs and so he stopped paying this bill. This saved him a lot of money each month, enabling him to get out and do more activities over the weekends. He is also now saving up for a holiday in 2023, something he has not been able to afford to do for a long time! His Advocate reports that this has had a real impact on his quality of life and happiness!

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DIRECTORS' REPORT
for the year ended 31 March, 2023

The Future



future



impact

Dosh 10 Commitments for 2023/24

1. Social Impact – Empowering People to lead fuller lives and reaching their full potential

We will: develop our own impact management project to review and develop the positive impact we can have

We will. Understand the relationship between actions, impact, and outcomes through data and information we gather

We will: fully align our social impact management and reporting with Thera Trust

We will: report on how we are doing through the Dosh Annual Review and the Thera Group Social Impact Framework

Goal	Detail of goal	What will Success look like
Improve financial wellbeing	Enabling people to have choice and control over their money	The value of our approach and the exclusion people face around money. What we are doing to tackle this e.g., around benefits, banking, spending decisions and planning.

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DIRECTORS' REPORT
for the year ended 31 March, 2023



project

2 Project 2000

To encapsulate this strategic direction Dosh will launch 'Project 2000' to get Dosh ready to support 2000+

In 2023/24 we **will** meet our objectives set out in the Project Implement Document for Project 2000.

Goal	Detail of goal	What will success look like
New banking initiatives and products by 31Jan 24	Banking Products e.g. pre-paid cards Upgrades on internet banking	People we support who have benefited from these initiatives and products tell us how this has benefitted them



money

3. Access to Money and Money Awareness Training

Promoting better access to money for the people we support and those who support them

We will look to create better access to spending money and cards for people we support who may not have capacity for banking/spending and inclusion in digital and online payments and spending.

We will carry out research into banking products which will empower the people we support to have quick and more responsive access to their money when they need it.

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DIRECTORS' REPORT
for the year ended 31 March, 2023

We will plan and deliver workshops for support staff

We will plan and deliver workshops for people with a learning disability from the third quarter of 23/24

Goal	Detail of goal	What will success look like
deliver workshops to empower people with a learning disability, families and professionals	Money Awareness Workshops for both people with a learning disability and social care professionals	We will have delivered at least four workshops in 23/24



4. Communication

How we communicate with our stakeholders, people we support, families and those who are interested in supporting people with their money.

With clearer/smarter data and information management **we will** find the best method, style, and media to connect with people.

We will continue to develop our marketing and social media offer

Goal	Detail of goal	What will success look like
To broaden our reach through social media,	We will launch a YouTube Channel and enhance our	People have interacted with our new YouTube channel

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DIRECTORS' REPORT
for the year ended 31 March, 2023

podcasts and our website	current media, so it is even more accessible	<p>We will have made at least one film</p> <p>We will have been interviewed for at least one podcast</p> <p>We will have written at least 3 blog posts/articles</p> <p>We will have been interviewed for at least one social care magazine</p>
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5. Wellbeing



Supporting staff wellbeing, diversity and engagement

We believe our employee wellbeing can directly improve the mental and physical health of the workforce, with general health being linked to increased levels of productivity, performance and retention and reduced absence.

During this business year we will celebrate diversity, ensure wellness and wellbeing and active engagement with our colleagues.

Goal	Detail of goal	What will Success look like
To complete two staff surveys	We will do a staff survey on wellbeing every six months	We will have completed the surveys and acted on the results

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DIRECTORS' REPORT
for the year ended 31 March, 2023



risk

**6. Risk Management – for people we support
- for our company**

Making smart business decisions and being well managed

We will develop our business and management policies and operational processes including when someone is no longer supported or passes away, how we deal with complaints and how we report our performance. This will give clear oversight so that we make conscious, clearly recorded decisions.

Goal	Detail of goal	What will Success look like
Reviewed and Updated our Risk Assessments and Incident Reports	Working with our Health and Safety Manager we will customise the assessments and report, so they are relevant and applicable to the way Dosh support people	New Risk Assessments and Incident Reports are developed and published during 23/24

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DIRECTORS' REPORT
for the year ended 31 March, 2023



7. Leadership and Management

We will: continue to build self-leadership and self-organising teams to enable dynamic and flexible leadership, growth, and development.

We will: develop the Dosh board and management team, ensuring we have a succession plan for our directors

All of our team members are involved in communications and connections with colleagues, stakeholders, commissioners, families, and the people we support, and we consider each one of them to be a Leader.

Goal	Detail of goal	What will Success look like
We will consider what makes a good Dosh Financial Advocate and a Board Member	We will review the role of Financial Advocate and Board Member	We will have shared our findings with the Team and Board. We will have also developed diversity within both our Team and Board



8. Quality Assurance and Control

Knowing we are doing a good job and ensuring consistency and quality as we grow

We will: review our quality strategy and introduce specific roles in the team to take a lead on managing and developing quality across Dosh.

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DIRECTORS' REPORT
for the year ended 31 March, 2023

Goal	Detail of goal	What will Success look like
We look to develop a joint project with the Quality Company which will involve co-production	We will work towards involving people we support in the development of our service and support	Our project will have successfully moved to day-to-day work



finance

9. Finance – Quality and Affordability

We will continue to exercise caution and control over our Budget and Budgetary management during 2023-24

We will continue to review how we monitor, evaluate and report on our management accounts, so that we become financially stronger and more sustainable. Dosh will also consider Growth and Consolidation (in specific areas and regions of Great Britain) during this business cycle.

We will: look at ways of making our support and services affordable for the people we support while catering for peoples unique and specialised needs

We will: speak up for people's right to access services, particularly banking and finance, and work with the industry to make that happen

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DIRECTORS' REPORT
for the year ended 31 March, 2023

Goal	Detail of goal	What will Success look like
To maintain our control over 'pay' vs income'	To support and reinforce our capacity and growth group	Year to Date forecast will evidence pay and income at least off-set each other.



10. Thera Trust support

We will add value to Thera Trust

We will: support Thera Group with learning and development, new projects, research, and workshops

This will include:

- Research and pilot projects
- Impact management
- Social media
- Membership of committees and communication groups
- Leadership Development and Training
- Input into policies and procedures
- Supporting 'Open Innovation' and collaboration across the Group

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DIRECTORS' REPORT
for the year ended 31 March, 2023

Goal	Detail of goal	What will Success look like
To be the preferred choice for new Thera initiatives/products/systems	To support our Central Services Department with projects they are working on	We will have been the first to introduce/use a new Thera product

**For us endeavour means showing real intent to see things through to the end
because for Dosh 'trying' doesn't cut it.**

It is important to Dosh that our momentum to make a difference continues. This is Dosh's plan for what it will do in the next year – from April 2023 to March, 2024.

Steve Raw
Managing Director

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DIRECTORS' REPORT
for the year ended 31 March, 2023

This section explains that the directors have told the Auditor everything they should and that they have worked within the law.

DISCLOSURE OF INFORMATION TO THE AUDITOR

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

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DIRECTORS' REPORT
for the year ended 31 March, 2023


**This section asks the Company Members to agree that the Auditor,
Sayer Vincent LLP, be chosen again as the company's Auditor.**

RE-APPOINTMENT OF AUDITOR

In accordance with s.485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the reappointment of Sayer Vincent LLP as auditor of the Company.

The directors' report has been prepared in accordance with the special provisions applicable to companies, subject to the small companies' regime.

Approved by the Board of Directors on 18 December, 2023 and signed on its behalf.

A handwritten signature in black ink, appearing to read 'Mat Pilkington'.

Martin Pilkington
Company Secretary

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

This page explains that the Auditor is reporting that the accounts give a true and fair view of the company and that they are put together as the law says they should be put together.

OPINION

We have audited the financial statements of Dosh Limited (the 'company') for the year ended 31 March 2023 which comprise the statement of income and retained earnings, balance sheet, statement of cash flows and the 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 FRS 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 company's affairs as of 31 March, 2023 and of its loss for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

This section explains that the Auditor has audited (checked) the accounts and that they are reporting to Company Members.
--

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 company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the directors' 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 Dosh Limited's ability to continue as a going

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

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 directors 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 directors' annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the 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.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

**This section explains that the Auditor must tell us if they are unhappy
with how the directors managed the company.**

**The Audit report says that there is nothing bad the Auditor wishes to
report to Company Members.**

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES
ACT 2006**

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

- The information given in the directors' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' annual report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY
EXCEPTION**

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

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

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' annual report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF DIRECTORS

As explained more fully in the statement of directors' responsibilities set out in the directors' annual report, the directors 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 directors 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 directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

Directors' responsibilities are explained on page 4.
This page explains that it is the Auditor's responsibility to audit (check)
the accounts as the law says they should.

basis of accounting unless the directors either intend to liquidate the company or to cease operations or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

This page explains how the Auditor checks the accounts.
--

CAPABILITY OF THE AUDIT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the company's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the company operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the company from our professional and sector experience.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

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

Jonathan Orchard (Senior statutory auditor)

19 December 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Dosh LIMITED
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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
Dosh LIMITED

You will see that this report and accounts also includes accessible information so that the directors of Dosh Limited are ensuring that all Company Members, including those with a learning disability, are able to fulfil their duties in law including to receive the accounts and to appoint the directors and Auditor.

The law does not say we must provide this information, but Sayer Vincent LLP says it is in line with the statutory report and accounts.

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SUMMARY OF MONEY

For the year ended 31 March, 2023

What we have earned and what we have spent: **£**

Money we got in 1,106,064

What we spent on our staff (990,548)

Other money we spent (153,379)

Money we spent more than money we got in (37,863)

What Dosh has at 31 March, 2023: **£**

How much cash we had in the bank 6,118

What we are owed by others 78,908

What we owe to other Thera companies (856,418)

What we owe to others (45,218)

Final amount the company had at 31 March, 2023 (816,610)

DOSH LIMITED
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INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 March 2023

	Note	2023 £	2022 £
Turnover	3	1,106,064	1,006,034
Direct costs		(962,139)	(814,682)
Gross surplus		143,925	191,352
Administrative expenses		(142,891)	(145,799)
Operating result	4	1,034	45,553
Exceptional Covid-19 expenditure		-	(7,827)
Operating result after Covid-19 items		1,034	37,726
Interest payable on intra-group borrowings		(38,897)	(37,734)
Result from ordinary activities before taxation		(37,863)	(8)
Taxation on result on ordinary activities	7	-	-
Total comprehensive income		(37,863)	(8)
Retained earnings			
Accumulated deficit at the beginning of the year		(778,747)	(778,739)
Total comprehensive income for the financial year		(37,863)	(8)
Accumulated deficit at the end of the year		(816,610)	(778,747)

The above Income and Expenditure Account is the equivalent of the Statement of Income and Retained Earnings.

All of the above activities relate to continuing operations.

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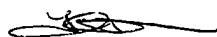
BALANCE SHEET
as at 31 March 2023

COMPANY REGISTRATION NUMBER 06337548

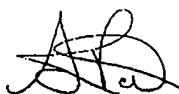
	Note	£	2023 £	£	2022 £
Current assets:					
Debtors	8	78,908		84,515	
Cash at bank and in hand		6,118		130,402	
		<u>85,026</u>		<u>214,917</u>	
Current liabilities:					
Creditors falling due within one year	9	(45,218)		(48,607)	
				<u></u>	
Net current assets			<u>39,808</u>		<u>166,310</u>
Long term liabilities:					
Creditors falling due after more than one year	10	(856,418)		(945,057)	
			<u></u>	<u></u>	
Net liabilities			<u>(816,610)</u>		<u>(778,747)</u>
Reserves					
Retained earnings			(816,610)		(778,747)
			<u></u>	<u></u>	
Total reserves			<u>(816,610)</u>		<u>(778,747)</u>

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the board and signed on its behalf on 18 December 2023



Jennifer Garrigan
Director



Steve Raw
Director

DOSH LIMITED
(A company limited by guarantee)
STATEMENT OF CASH FLOWS
for the year ended 31 March 2023

	Note	2023 £	2022 £
Total comprehensive income		(37,863)	(8)
Interest payable		38,897	37,734
Decrease in debtors		5,607	25,696
(Decrease) / increase in creditors		(92,028)	11,970
Net cash (used in) / provided by operating activities		(85,387)	75,392
Cash flows from financing activities:			
Interest paid		(38,897)	(37,734)
Net cash used in financing activities		(38,897)	(37,734)
Net (decrease) / increase in cash and cash equivalents		(124,284)	37,658
Cash and cash equivalents at the beginning of year		130,402	92,744
Cash and cash equivalents at the end of year		6,118	130,402

DOSH LIMITED
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

1 Accounting policies

a) Statutory information

Dosh Limited is a company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is 134 Edmund Street, Birmingham, B3 2ES. The operating address is The West House, Alpha Court, Swingbridge Road, Grantham, NG31 7XT. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

b) Basis of preparation

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102'), and with the Companies Act 2006. The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in Sterling (£) which is the functional currency of the company. The financial statements are for the year ended 31 March 2023 (2022: 31 March 2022).

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in the process of applying the company's accounting policies. The areas involving a higher degree of judgment or complexity or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

c) Going concern

The directors consider that the company has the ability to continue operating as a going concern and there are no known material uncertainties to this. Further information is given in the directors' annual report and below in Note 2 in the section on Group Financial Support.

d) Turnover

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable.

Revenue from a contract to provide support services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- The amount of revenue can be measured reliably
- It is probable that the company will receive the consideration due under the contract
- The stage of completion of the contract at the end of the reporting period can be measured reliably
- The costs incurred and the costs to complete the contract can be measured reliably

e) Taxation

Irrecoverable VAT is charged against the category of expenditure for which it was incurred.

f) Pensions

Dosh Limited participates in The Pensions Trust Ethical Fund which is a defined contribution scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

DOSH LIMITED

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

1 Accounting policies (continued)

g) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

i) Financial instruments

The company enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties and loans from related parties. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

j) Parent charity and financial support

An Intra-Group Agreement exists between Thera Trust and twenty seven of its subsidiaries. This Intra-Group Agreement incorporates a Funding Agreement which allows Thera Group companies to benefit from the movement of funds around the Group. Each subsidiary, other than The Camden Society, Equal Futures and Thera Limited, has acceded to this Intra-Group Agreement with Board approval. In addition to this, Thera Trust and its subsidiaries have all individually agreed not to demand the repayment of any inter-company borrowings within twelve months of the date on which the balance sheet is signed. Any amounts due to or from Group companies that have been shown as due within one year relate to balances arising from operational activities and gift aid. A market rate of interest has been charged on balances between group companies.

2 Judgements in applying accounting policies and key sources of estimation uncertainty

The directors of the company make estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the charitable company's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Management have considered whether Covid-19 has impacted on any areas of estimation in reporting these accounts. Other than the general background uncertainty created by Covid-19's economic impact, management do not believe that it impacts on any specific aspects of the numbers reported in these accounts.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

In preparing these financial statements, the directors have given management the authority to make the following judgements:

Group financial support

The directors of all of the subsidiaries within the Thera Group that have acceded to the Intra-Group Agreement as referred to above, have received assurance from the board of Thera Trust that adequate financing is in place to meet the group's financing needs and this has enabled the directors to confirm that management can prepare the accounts on a going concern basis.

DOSH LIMITED
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

2 Judgements in applying accounting policies and key sources of estimation uncertainty (continued)

Recoverability of trade debtors

Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, customer creditworthiness, current economic trends and changes in customer payment terms when making a judgement to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the income and expenditure account.

3 Turnover

The whole of the turnover is attributable to income from contracts with Local Authorities, other organisations and individuals to provide support to people with a learning disability.

All turnover arose within the United Kingdom.

4 Operating result

	2023	2022
	£	£
The result for the year is stated after charging:		
Auditor's remuneration (excluding VAT):		
Audit - audit	9,340	8,490
- other services	2,330	2,130

Auditors' remuneration for the group is disclosed in full in the parent charitable company and is recharged to the subsidiary as part of the overall recharge of the group's management and administration costs.

DOSH LIMITED
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

5 Employees

Staff costs (including directors' remuneration) during the year were as follows:

	2023 £	2022 £
Wages and salaries	896,962	785,879
Social security costs	76,885	61,421
Pension costs:		
Defined contribution	16,701	14,427
	<u>990,548</u>	<u>861,727</u>

The average monthly number of employees (including directors) on a head count basis during the year was as follows:

	2023 Number	2022 Number
Direct and relief support work	40	40
Management and administration	1	1
	<u>41</u>	<u>41</u>

6 Directors' remuneration

	2023 £	2022 £
Directors' remuneration	72,527	70,407
	<u>72,527</u>	<u>70,407</u>

During the year there were no retirement benefits amounts accruing to directors (2022: Nil) in respect of the pension scheme.

The total of employee benefits (including employer's pension contributions and employer's national insurance) received by key management personnel is £80,647 (2022: £77,994). The company considers its key management personnel to comprise of the Managing Director, a director at Companies House.

DOSH LIMITED
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

7 Taxation

	2023 £	2022 £
UK corporation tax at 19% (2022: 19%)	-	-
Factors affecting the tax charge for the year		
The tax assessed for the year is lower than (2022 - lower than) the standard rate of corporation tax in the UK of 19% (2022 - 19%). The differences are explained below:		
Result from ordinary activities before tax	(37,863)	(8)
Result from ordinary activities before tax multiplied by standard rate of corporation tax in the UK of 19% (2022 - 19%)	-	-
Effects of:		
Tax losses utilised	-	-
Total tax charge for the year	-	-

8 Debtors

	2023 £	2022 £
Trade debtors	14,002	24,932
Other debtors	1,638	1,169
Prepayments and accrued income	63,268	58,414
	78,908	84,515

9 Creditors falling due within one year

	2023 £	2022 £
Trade creditors	395	-
Taxation and social security	33,854	33,930
Other creditors	10,574	14,677
Accruals and deferred income	395	-
	45,218	48,607

At the balance sheet date, Dosh Limited acting as appointee, court approved deputy or other approved representative, held funds on behalf of people with a learning disability supported by Dosh Limited in a separate general account amounting to £13,182 (2022: 27,648) and in individual accounts amounting to £18,103,688 (2022: £16,846,573). These funds have not been included as assets or liabilities of the company.

DOSH LIMITED
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

10 Creditors falling due after one year

	2023 £	2022 £
Amounts due to group undertakings	856,418	945,057
	<u>856,418</u>	<u>945,057</u>

The repayment period for the amounts owed to group undertakings is disclosed in the accounting policy called Parent charity and financial support.

11 Pension commitments

Pensions Trust Ethical Fund

Dosh participates in The Pensions Trust Ethical Fund which is a defined contribution scheme for the benefit of its employees. Contributions payable during the period amount to £16,701 (2022: £14,427). The amount outstanding in respect of this Scheme at the year-end was £Nil (2022: £Nil).

12 Related party transactions

In line with the exemption conferred by section 33.11(b) of FRS 102, Dosh has chosen not to disclose related party transactions between group companies on the grounds that 100% of the voting rights are held by Thera Trust and that Dosh is included in Thera Trust's consolidated financial statements.

13 Ultimate parent undertaking and controlling party

Dosh Limited's ultimate parent company is Thera Trust, a charitable company limited by guarantee (company number 3593418) and registered in England and Wales (charity number 1090163). Thera Trust is ultimately controlled by the board of trustees.

Copies of the consolidated Thera Trust financial statements are available from the Charity Commission.