

FUTURE SKILLS TRAINING

**Trustees' Annual Report and Financial Statements
for the year ended 31 August 2019
Company limited by guarantee no. 05745511
registered charity no. 1119501**

Report and Accounts

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2019

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FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2019

Trustees	Sam Akinluyi (Chair) Jenny Scott-Thompson Alan Thain (resigned 19 August 2019) David Jaggs Elizabeth Broderick Maureen Waweru Heather Ross (appointed on 19 August 2019)
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	c/o St Marks Church Battersea Rise London SW11 1EJ
Accountants	Charles Ssempijja, ACA No. 38, 52 Peckham Grove London SE15 6FR
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2019. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the yearend are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with support and mentoring from both the Chair and the Chief Executive of the charity. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

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For the year ended 31 August 2019

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the chief executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's chief executive is reviewed annually but has not been increased for a number of years due to concerns of long-term affordability and at the request of the Chief Executive. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modeling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

We continue to deliver our 5 main projects:

1. Learn2Live – a social skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social and relational focused goals.
3. Infuse – a twice weekly youth club and café open to any young person aged 11-18. We provide a safe place for young people, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition we offer volunteering opportunities for the young people.
4. Battersea Lions FC – a local youth football club that FST partners with to use football to develop character and social skills in the young people.
5. Summer residential – Taking young people we are working with away to further develop their confidence and social skills and allow deeper relationships to be built.

By engaging with the children and young people that we work with, and by giving them the time and for many the longer term relationship they desire, we are able to help steer more of them towards positive choices in terms of their education, social life and relationships. Obviously not only does this directly benefit the young people, but the benefit to society as a whole is huge. The financial savings made by the young people staying in education, not engaging in crime, creating more stable families of their own is considerable. Staging early interventions to stop young people going off the rails and getting into serious difficulties could save £1.7bn a year, a coalition of more than 50 leading charities say. In addition society at large functions in a more positive and stable way with these young people better equipped to navigate life as adults and making a positive contribution to society.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Due to the change in the way Francis Barber referred young people into our Learn2Live project, and the request to lengthen the sessions to 4 hours we had to alter the structure of the sessions to ensure their continued success. One of the main changes was to include cooking lunch every Thursday. The pupils had to choose recipes, shop for ingredients and then cook together, ending with everyone sitting around the table to eat and chat together. This alongside having more shorter tasks and activities before lunch ensured the young people engaged better and benefitted from the sessions more.

On Fridays we have added an extra structured activity between breakfast and our sport session. This has also worked well and the pupils have overall engaged positively. We have focussed even more this year on providing opportunities for the young people to develop vital life skills they will need for their future, and many of them have responded well, and when feeding back have recognised some of the skills they have been improving on.

We did experience some challenging individuals and some days when the young people were less focussed and behaved inappropriately, however the staff worked well together to manage this behaviour and minimise the disruption.

Despite being concerned that the change of referral system would adversely impact our effectiveness through relationship, due to the fact that a number of the referrals returned to us throughout the year, we were actually still able to invest considerable time in the young people and many of them re-engaged with education throughout the year.

Due to the nature of the **Lean on Me** referrals from a number of schools and Wandsworth LA, a lot of our mentoring focus this year was on helping young people to remain in mainstream education. To this end we also began a new partnership with Harrison Allen tutoring service, who are based locally. For six of our young people we delivered a combined package of tutoring and mentoring, all based at St Marks. This intervention was overall hugely successful and something that schools and LA's are willing to buy into as the young people are engaging in core curriculum subjects alongside being supported emotionally and to develop their confidence and life skills through mentoring.

Due to the nature of the amount of time mentoring affords us, and the relationships we build with the wider family and professional network, our outcomes again this year were very encouraging, however unfortunately for two of our beneficiaries our interventions did not lead to a positive outcome. Despite a huge amount of time and effort, two of our young people did not make the intended progress so we had to cease the intervention. This was difficult for staff to accept, but the reality is some young people are not in a place to respond to our support and make the positive choices they need to.

As well as the regular weekly activities at **Infuse**, this year we also encouraged the young people to get creative. Some of the young people designed their own T-shirt, baked cakes, designed jewellery boxes and got messy with pottery. The space and activities again enabled the staff to have many deep conversations with those attending. We covered subjects including friendship issues, exam pressures, gang issues and weed smoking. Some of our older young people also came to share their successes of finding employment.

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TRUSTEES' REPORT

For the year ended 31 August 2019

Infuse was again a space that allowed a couple of our mentees to develop their confidence and social skills and was a key part of the mentoring process and success.

This year we were again asked to work with Wandsworth Mediation Service to assist with the delivery of conflict resolution workshops with a group of year 9 and a group of year 10 pupils from St John Bosco School in Battersea. These workshops were a joy to be involved in and proved to be a huge benefit for the pupils involved. All of the pupils said that they would recommend the course to others and they all said that they found the teaching on “I messages” and the role of body language and voice tone in conflict useful.

Following a review of our HR systems last year and two staff leaving we began the year recruiting a new male and female youth worker. We increased the starting salary to ensure we attracted a higher calibre of applicant, and we recruited two new excellent staff, Aaron and Shila, who have been an asset to the team. Both of these positions are currently part time, but we are hoping to secure the funds to make them full time within a year. We have also implemented a staff development framework, so we can better support all our staff and measure progress.

We were very pleased to welcome to the board this year Maureen Waweru, who is going to help us develop our fundraising strategy. We have been working on refining our story (Theory of Change), and our supporter journey, so that we can improve our marketing, and in particular our online presence. We hope the fruit of all this will be an increase in funds allowing us to make our staff full time ensuring our young people receive a full wrap around offer, and enabling us to support more young people. This year we also completed a Strategy Deck that we intend to use as a ‘conversation starter’ for fundraising, social media and more.

This year we are extremely pleased to announce that Future Skills achieved the London Youth Bronze Award. We particularly wish to thank Sarah Bray for all her hard work to achieve this quality mark. This, alongside Future Skills being a recognised Alternative Provider through the Wandsworth Quality Assurance process, demonstrates the high quality of the interventions that FST delivers for young people, and that our processes are of an excellent standard.

Fundraising was again a struggle this year, although we did receive a very generous donation of £10,000 from Euromonitor International’s regional partnership programme. This was used to help resource Infuse this year, predominantly the staff it takes to run the project. We were also nominated as part of the Co-op’s Local Community Fund. As part of this we received £1,614 to spend on resources for Infuse.

Finally this year we said goodbye to Alan Thain, the longest serving member of the board, who has been a trustee since the beginning of Future Skills. We wish to convey our immense thanks to Alan for all the years of service and support!

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

Our activities in numbers

Future Skills has had a very positive year in terms of the young people that we support. We had a good number of referrals across our projects, including Infuse seeing some new attendees. We were able to achieve our aim of investing time in young people, particularly through our Lean on Me mentoring project. And many of the young people we supported achieved a positive outcome.

Learn2Live

We had 23 young people referred to us from Wandsworth PRU throughout this year, which was an increase from last year. 18 of them were boys and 5 were girls. This high ratio of boys to girls has always been the case in our work with Wandsworth PRU.

We had a much greater impact on the young people this year, which was partly due to the nature of the young people referred. Overall, most of the beneficiaries were more willing to engage in the majority of the sessions this year. We also had a better level of attendance, with an average attendance of 68%. **8 of the young people had over 80% attendance, and 4 of them achieved 100% attendance.** We have always said that if the young people attend then we can support and impact them, which was borne out this year.

In terms of those young people who left us this year, **we had 9 leavers, 7 of whom returned to full time education.** This is a hugely encouraging number, and is testament to the hard work of all the staff at Future Skills, but also of our partners at the PRU and other professionals involved in the lives of these young people.

This year at the request of the PRU the format of Learn2Live changed. For the past 11 years we have worked with pupils from both PRU sites in the same group, but this year we worked with pupils from one site at a time. This meant that for a half term period (5 – 7 weeks) we had a group from the Tooting site, then the following half term we had a group from the Wandsworth site, and then alternated every half term. This was a concern for us as our approach is all about spending time with the young people and building relationships, and we were concerned about the impact of this change. In addition we were asked to lengthen the sessions from 2.5 to 4 hours. This lengthening of session time somewhat offset the impact on relationship building, and also some of the young people returned throughout the year, which allowed us to continue our relationship and therefore our impact on them.

Lean on Me

This year was one of the most intensive with our Lean on Me project, in terms of the level of input into the young people we mentored. We mentored 14 children and young people, 9 were secondary aged and 5 were primary aged. **We delivered 675 hours of mentoring in the year**, which means on average each child received 48 hours support. As part of this support, for a number of the beneficiaries we also supported the parents. **This holistic relational approach allowed us to have a greater impact on the children we were mentoring.** Following all the work we have done supporting parents this year we are exploring the possibility of formalising a 'whole family offer'.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

Out of the 14 mentees, 10 of them were leavers, 8 of whom achieved a positive outcome. 7 mentees remained in mainstream education and 1 returned to mainstream education.

As well as working closely with parents and carers, we also worked closely with many of the schools who referred the young people. This coordinated approach was another factor in the success of the project, and meant that many of the beneficiaries were not excluded from school. This not only makes a huge difference to the child and the family but also to society as a whole. The child's prospects are obviously much improved, but also the taxpayer is saved thousands of pounds in terms of the long term costs of a pupil being excluded from school.

These results show the effectiveness of the approach, and **reveal how important it is to have the funding to spend the time needed with the beneficiaries**. For the young people we support a short term intervention of a few weeks would just not be effective. Our young people want to know we are there for them and are willing to journey with them through many ups and downs.

Infuse

This year at Infuse has all been about the building of relationships between staff and young people, and amongst the young people themselves. Although we didn't see the growth in numbers we were hoping for, the smaller numbers allowed for deeper relationships to be formed. It also gave space for a number of beneficiaries who attended Infuse individually to make Infuse their home, attending weekly, and to make new friendships with other regular attendees, some of whom also attend Infuse on their own. In addition we have had young people with special needs come and make Infuse their home, as we welcome everyone and treat everyone the same.

This diversity is part of what makes Infuse so special, and gives some young people who maybe find it hard to integrate socially in other settings with their peers, a place where they feel safe, loved and able to be themselves.

During the year we had 77 different young people attend over 71 sessions of Infuse. Although that is a significant reduction on the total number of attendees our regulars remain very regular, and we have had new young people become regulars this year. On reflection we feel that had we had a big increase in numbers, some of these young people for whom Infuse has become such an important part of their week after school, may have been discouraged from attending, not made new friendships, and not receive the emotional and relational support we provide.

It remains a considerable challenge to attract new attendees to Infuse. Despite outreach in the local area with flyers and contacting local schools, we have not been as successful as we hoped. However we are still working in the context of other youth provision in the borough struggling for numbers. Some young people are either already engaged in after school activities provided by school, or have other commitments provided by parents, or some young people spend less time with friends in a face to face social context, and go home after school and spend time online due to the access through phones/tablets etc.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

Battersea Lions

We maintained the same number of players this season, but did have some personnel changes with 7 players leaving and 7 new players joining the squad. Attendance at training continued to be high throughout the season.

Due to our success last year **we were promoted to the A Division for this season**. We found it very challenging being in the top division and were inconsistent. Some matches we were brilliant, playing excellent football and winning games, some days we were not so good and the attitude of the team didn't seem right and we lost. We finished the season mid table.

At the end of the season we held a committee meeting where over half of the players attended to make plans for the new season and decide what division we wanted to enter and how we wanted to do things moving forward. This showed us how important Battersea Lions is to the boys. All players shared views and decisions were made about the future.

Below is the breakdown of our key performance indicators against last years results:

Project	Outcomes v Last Year	Additional Commentary
Learn2Live	23 attendees (+ 26% v LY) 19 regularly impacted (+ 32% v LY) 78% re-engaged with education (+ 71% v LY)	A greater level of attendance and engagement led to more effective sessions and improved outcomes.
Lean on Me	14 children & young people mentored (+ 21% v LY) 10 leavers. 8 with a positive outcome, 7 remained in mainstream education, 1 returned to mainstream education. 4 continue to be mentored. 80% of those who completed mentoring achieved a positive outcome. (-10% v LY)	Continues to be a hugely effective intervention, showing the power of giving young people time.
Infuse	77 total attendees (- 38% v LY) Average of 8 young people per session. (- 33% v LY)	Although the numbers were not what we hoped it allowed us to build deeper relationships with those who attended regularly, and provide a greater level of more individualised support.
Battersea Lions	19 regular attendees (same as LY) Finished mid table. (1 st LY)	Effort and commitment from the boys remained high, but a challenging season in the 1 st division.
Residentials	No residential delivered this year	Due to being at full capacity for the 2 nd half of the year, there was a lack of time to organise a residential for this year.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £1,585 (2018 - net expenditure of £12,404), details of which are shown in the Statement of Financial Activities on page 15.

Total income for the year amounted to £120,469, an increase of £53,867 on the previous year, and total expenditure amounted to £118,884, an increase of £39,878 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £20,000. At the year end, the charity had unrestricted reserves of £5,157, which is below the required level, however the Trustees do not consider this to be unreasonable in this financial year the main reason for the low reserves is due to the lack of successful grant applications. In the coming three years we expect to become more successful with grant applications due to the addition on the board of trustees of a professional fundraiser.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The Trustees are grateful of the continued financial support from all the individuals who support us regularly through standing order. Our partnership with Francis Barber PRU continues successfully and we now have built a good partnership with Victoria Drive PRU and a number of primary schools in Wandsworth. This expansion of our reach provides a firm foundation for the charity's activities as we look to further expand in the next financial year.

In addition, with the new trustee who has professional fundraising experience joining the Board, we anticipate an improvement in our grant funding efforts next year and beyond.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

PLANS FOR FUTURE PERIODS

During 2019/20 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

More specifically our plans for next year are:

Learn2Live

The changes we made this year were overall a success so Learn2Live will continue in its new format.

Mentoring

This was a huge success this year, and the new partnership with Harrison Allen was also a success so Lean on Me will continue the same.

Infuse

We intend to focus on building relationships with schools this year in order to attract more young people to Infuse. We will continue with the regular creative activities.

Battersea Lions

The team will continue as an U16 team and will remain in the Premier Division for our age group. Again there will be few changes to the squad.

Residentials

As we didn't deliver one this year we will definitely be planning one for the coming year, possibly on our own.

General

Overall we will be focussing on 3 key areas:

- FST Team Capability and Development – continuing to invest in our critical success factor;
- Raising Awareness of FST - in order to support more young people and gain the funding to support them;
- Fundraising - funding to employ the best Youth Workers full time and maintain our optimal worker to young person ratio.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2019

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

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

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

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on and signed on their behalf by:

.....
Sam Akinluyi
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2019

I report on the accounts of the charity for the year ended 31 August 2019 set out on pages 15 to 24.

Respective responsibilities of the Trustee and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2019

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the exitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Charles Ssempijja, ACA

Charles Ssempijja, ACA

Chartered Accountant

No. 38, 52 Peckham Grove

London

SE15 6FR

Date:

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2019

	Notes	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Unrestricted Funds 2018 £	Restricted Funds 2018 £	Total Funds 2018 £
INCOME FROM							
Donations and legacies	2	22,468	14,444	36,912	11,806	6,615	18,421
Charitable activities							
PRU & Mentoring		82,807	-	82,807	47,718	-	47,718
Investments	3	25	-	25	25	-	25
Other		725	-	725	438	-	438
TOTAL INCOME		106,025	14,444	120,469	59,987	6,615	66,602
EXPENDITURE ON:							
Charitable activities							
PRU	4	30,067	-	30,067	28,874	-	28,874
Mentoring	4	48,983	-	48,983	12,023	-	12,023
Infuse		19,629	8,717	28,346	23,865	3,009	26,874
Battersea Lions	4	2,266	2,830	5,096	1,174	3,606	4,780
Mediation		114	-	114	-	-	-
		101,059	11,547	112,606	65,936	6,615	72,551
Raising funds	4	6,278	-	6,278	6,455	-	6,455
TOTAL EXPENDITURE		107,337	11,547	118,884	72,391	6,615	79,006
NET MOVEMENT IN FUNDS		(1,312)	2,897	1,585	(12,404)	-	(12,404)
RECONCILIATION OF FUNDS							
TOTAL FUNDS	AT						
SEPTEMBER 2018	1	3,572	-	3,572	15,976	-	15,976
TOTAL FUNDS	AT						
AUGUST 2019	31	£ 2,260	£ 2,897	£ 5,157	£ 3,572	£ Nil	£ 3,572

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET As at 31 August 2019

	Notes	£	2019 £	£	2018 £
CURRENT ASSETS					
Prepayments and other debtors	9	-		3,605	
Cash at bank and in hand		6,469		3,845	
		<u>6,469</u>		<u>7,450</u>	
CREDITORS: amounts falling due within one year					
	10	(1,312)		(3,878)	
NET CURRENT ASSETS			5,157		3,572
NET ASSETS		<u>£</u>	<u>5,157</u>	<u>£</u>	<u>3,572</u>
FUNDS					
Unrestricted funds:					
General fund	11		2,260		3,572
		<u>£</u>	<u>5,157</u>	<u>£</u>	<u>3,572</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

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

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on and signed on their behalf by:-

SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2019

	2019		2018	
	£	£	£	£
Cash flows from operating activities		1,585		(12,404)
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	3,605		77	
Increase/(decrease) in creditors	<u>(2,566)</u>		<u>2,863</u>	
		1,039		2,940
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<u>2,624</u>		<u>(9,464)</u>
Cash and cash equivalents at the beginning of the year		3,845		13,309
Cash and cash equivalents at the year end		<u>6,469</u>		<u>3,845</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

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

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

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

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	<i>Total Funds 2018 £</i>
Grant income				
- Battersea Power Station	2,800	-	2,800	-
	<u>2,800</u>	<u>-</u>	<u>2,800</u>	<u>-</u>
Donations, including gift aid	19,668	14,444	34,112	18,421
	<u>£ 22,468</u>	<u>£ 14,444</u>	<u>£ 36,912</u>	<u>£ 18,421</u>

3. INVESTMENT INCOME

	2019 £	2018 £
Interest receivable from:		
Cash at bank	£ 25	£ 25
	<u>£ 25</u>	<u>£ 25</u>

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2019 £	<i>Total 2018 £</i>
Charitable activities					
PRU	3,291	22,238	4,538	30,067	28,874
Mentoring	35,179	11,464	2,340	48,983	12,023
Infuse	1,809	22,039	4,498	28,346	26,874
Battersea Lions	5,096	-	-	5,096	4,780
Mediation	114	-	-	114	-
	<u>45,489</u>	<u>55,741</u>	<u>11,376</u>	<u>112,606</u>	<u>72,551</u>
Fundraising costs	300	4,965	1,013	6,278	6,455
Support & governance costs	5,578	6,811	(12,389)	-	-
	<u>£ 51,367</u>	<u>£ 67,517</u>	<u>£ Nil</u>	<u>£ 118,884</u>	<u>£ 79,006</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2018 £
<i>Charitable activities</i>				
PRU	3,900	19,283	5,691	28,874
Mentoring	1,962	7,769	2,292	12,023
Infuse	1,404	19,667	5,803	26,874
Battersea Lions	3,396	1,069	315	4,780
	<u>10,662</u>	<u>47,788</u>	<u>14,101</u>	<u>72,551</u>
Fundraising costs	7	4,979	1,469	6,455
Support & governance costs	5,690	9,880	(15,570)	-
	<u>£ 16,359</u>	<u>£ 62,647</u>	<u>£ Nil</u>	<u>£ 79,006</u>

Of the total expenditure of £118,884 (2018 - £79,006), £101,059 (2018 - £65,936) was unrestricted expenditure, and £11,547 (2018 - £6,615) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
Salary costs				
Wages and salaries	57,531	7,605	65,136	59,098
Social security costs	2,089	-	2,089	1,280
	<u>59,620</u>	<u>7,605</u>	<u>67,225</u>	<u>60,378</u>
Other staffing costs				
Consultancy	292	-	292	2,267
	<u>£ 59,912</u>	<u>£ 7,605</u>	<u>£ 67,517</u>	<u>£ 62,645</u>

The average weekly number of staff on a head count basis was 4 (2018 - 4).

The total employee benefits of the key management personnel were £30,917 (2018 - £28,647).

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2018 - the same).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2019	2018
	£	£
Governance costs:		
Independent Examiner's fee	600	600
Food and meals	-	-
Dues and subscriptions	360	525
Premises hire	-	-
Travel	-	18
Insurance Expense	583	542
General office costs	1,062	320
Postage and Delivery	-	14
Printing and photocopying	398	167
Computer and Internet Expenses	752	575
Telephone	767	780
Staff DBS Check	130	102
Software	310	230
Staff training	36	26
Stationery	-	-
Staff meetings	53	17
Staff entertainment	447	272
Advertising/Promotional	80	83
Equipment repair	-	-
Other Professional Services	-	330
Sundry expenses	-	1,089
Staff support costs	6,811	9,880
	<u>£ 12,389</u>	<u>£ 15,570</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

The Independent Examiner's fee includes £600 underaccrual for 2015.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

9. DEBTORS

	2019	2018
	£	£
	2019	2018
	£	£
Due within one year		
Accrued income	-	3,605
	<u>£ Nil</u>	<u>£ 3,605</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Accruals	600	600
Deferred grant income	-	2,800
Taxation and social security	512	391
Pension control	200	87
	<u>£ 1,312</u>	<u>£ 3,878</u>
<u>Deferred income</u>		
Balance at 1 September 2018	2,800	-
Amount released to incoming resources	(2,800)	-
Amount deferred in the year	-	2,800
Balance at 31 August 2019	<u>£ Nil</u>	<u>£ 2,800</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2019

11. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
PRU & Mentoring	-	-	-	-	-
Battersea Lions	-	2,830	(2,830)	-	-
Infuse	-	11,614	(8,717)	-	2,897
	<u>£ Nil</u>	<u>£ 14,444</u>	<u>£ (11,547)</u>	<u>£ Nil</u>	<u>£ 2,897</u>

SUMMARY OF FUNDS

General Funds	3,572	106,025	(107,337)	-	2,260
Restricted Funds	-	14,444	(11,547)	-	2,897
	<u>£ 3,572</u>	<u>£ 120,469</u>	<u>£ (118,884)</u>	<u>£ Nil</u>	<u>£ 2,897</u>

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds £
	Designated Funds £	General Funds £	Restricted Funds £	
Net current assets	-	2,260	2,897	5,157
	<u>£ Nil</u>	<u>£ 2,260</u>	<u>£ 2,897</u>	<u>£ 5,157</u>