

Company registered number
05745511

FUTURE SKILLS TRAINING

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

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

FUTURE SKILLS TRAINING

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

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2021

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FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2021

| | |
|---------------------------------|---|
| Trustees | Sam Akinluyi (Chair) Jenny Scott-Thompson (resigned 24 November 2020) David Jaggs (resigned 07 July 2021) Elizabeth Broderick Maureen Waweru Sophia Barker (appointed 14 October 2020) |
| 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 |
| Independent examiner | Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE |
| Bankers | The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT |

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

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 2021. 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).

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 year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. 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.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

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 and has only been increased once 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 modelling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Last year was the final year for Battersea Lions FC, so we now deliver 4 main projects rather than 5. These 4 projects are:

1. Learn2Live – a life 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 focussed 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 to have fun and express themselves, 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. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

Alongside these main projects, we also work in partnership with Wandsworth Council and our local voluntary sector youth partners to deliver some activities during the school holidays. These activities are targeted at young people that we are already working with as well as other vulnerable young people in Wandsworth Borough including those on free school meals.

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.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

We began the year with the Covid pandemic still having a huge impact on the lives of everyone in the UK, and therefore still impacting our work with young people. This mainly affected our Learn2Live and Infuse projects, due to having to manage the numbers of young people attending and maintaining social distancing in the sessions and for large parts of the year we were unable to open Infuse as we followed the National Youth Agency guidance.

Learn2Live continued with a similar session structure of Thursdays on site and Fridays off-site with the onsite days consisting of breakfast, activities and challenges, then a break followed by cooking. We maintained having pupils from the Tooting site for half a term, followed by pupils from the Westdean site for the next half term.

Due to having smaller groups for the year (due to both limiting numbers, and at times in the year the number of referrals being smaller), **we were able to build really strong relationships with many of the young people who we supported.** We have particularly built a strong trusting relationship with Isaiah, which has positively impacted his engagement and progress through the year.

The core of our Westdean group are year 10's, so we won't work with them next year as they will be year 11's and will be at the PRU full time concentrating on their GCSE's. **It has been a privilege to support that group, build the relationships and see how they have grown throughout the year.** We know we will stay in touch with these pupils next year and look forward to seeing their exam results in August 2022.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

One of the key challenges this year was finding off-site activities that were actually open to book, due to closures caused by the pandemic. We are grateful to Carneys Community, Urban Studio Sessions and Westway Climbing for all the great boxing, skating and climbing sessions we were able to deliver throughout the year. We also would like to thank Britny and the team from Peckham Theatre who delivered some great sessions that young people and staff alike enjoyed and benefitted from.

Our **Lean on Me mentoring** programme was very busy this year, supporting 15 young people ranging in age from year 4 up to year 12. A considerable amount of the focus this year has been on helping the children and young people manage their behaviour better in school and helping them to transition successfully from one school to the next, either in the context of moving from year 6 to year 7 or moving from one school setting that has broken down to a different one where their needs can be better supported.

As always the type and intensity of the support provided has ranged from weekly sessions over a few months, to a more short term but 'full time' offer of mentoring and tutoring. **This ability to adapt to the needs of the children and to the different requests we receive from schools and the local authority greatly improves our effectiveness and is part of the reason why our mentoring continues to be so successful** in supporting and empowering children and young people.

Some examples of this are WC and KGE, one in year 4 with Special Educational Needs (SEN) and quite extreme behaviour and one in year 7, again with SEN and very extreme behaviour. With WC we delivered two sessions per week for 6 weeks and were able to support his transition from his mainstream primary school who were not able to meet his needs to a local Special School who can support him. With KGE we were his full time provision for 2 months as he was really struggling in mainstream school and needed to move to a provision that could meet his needs which was finalised during the time we worked with him.

Again we would like to thank Harrison Allen tutoring service for their continued partnership and for the tutors who worked with one of our most challenging young people this year.

Infuse was hugely affected by the Covid situation, with us only able to open for a few weeks at the beginning of the year, then close in November and not re-open again until March. When we re-opened in March, we decided to make the afternoons cooking sessions which went really well with those who attended. We reverted back to normal Infuse sessions in the middle of June, they were really fun sessions but the numbers attending were low. The ever changing situation with Covid made it very difficult for the staff to plan and grow Infuse again. We hope this will change next year.

Right at the end of the year in August we were again involved in the Summer Unlocked project, supported by Wandsworth Council. We had to scale back our original plans due to the staff turnover at this time, but we were still able to deliver 3 skating sessions in partnership with Urban Studio Sessions. All the young people really enjoyed themselves and it gave our new Office Manager Saida, who started this month, a chance to meet some of our young people and see what we do first hand as an organisation.

This year was a year of much change in the staff team. In September we employed Camilla as Office Manager, taking over from Sarah. She was a fantastic addition, very organised, improving many of our systems and IT use. Unfortunately we said goodbye to her in February as she went on to bigger things. Our two youth workers Tendress and Aaron both left at the end of the year for different reasons. We would like to thank them for all their hard work and recognise the great impact they had on many of the young people they worked with during their time at Future Skills.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Thankfully we found Saida who began as full time Office Manager in August, and we have recruited Alliah as a youth worker who begins in the new year in September. We look forward to both of them settling in and also to finding a new male youth worker to fill Aaron's shoes.

This year as a Board of Trustees we continued to structure our support around key themes, which this year we expanded from 3 to 5 themes:

- **Funding** – review the grants strategy and focus on recruiting individual and major donors.
- **Raising/Keeping Awareness** – impact reporting, creating a library of content, developing a post schedule.
- **Employment and Entrepreneurship** – identify employment partners, establish a process for transitioning young people to programmes, communicate the partnership and benefits.
- **Programme Enhancement** – identify skills/capabilities we want to develop in our young people, identify and approach partners who can help us develop this.
- **Alliances and Collaborations**

We particularly focused on our impact reporting as this is so important to show current and future stakeholders the positive changes in our young people's lives that we have played a part in. This also affects our social media activity as this is one of the key tools in sharing our successes and stories. We recognise the improvement the staff have made in this area and look forward to even greater engagement with our social media platforms.

In addition as a board we began to utilise the connections we have to explore potential work experience opportunities for a small cohort of young people we are supporting, as well as encourage the CEO to again explore the possibility of a partnership with Spear, who are also based in St Marks.

Along with changes in the staff team the Board also experienced changes in personnel, with both Jenny and Dave leaving this year and we welcomed Sophia as a new member. We are so grateful for all the support, wisdom and time that Jenny and Dave gave to Future Skills over the years they were involved and we wish them well. We are excited to welcome Sophia, who has an HR background as well as many other skills, and we are hoping to recruit 1 or 2 additional members next year.

We had a mixed year with our fundraising efforts, particularly in terms of grant funding. We were successful with only 2 bids this year, however the amount of actual funding was considerable, and had a big impact on both the amount of mentoring we could deliver as well as our partnership with Youth Battersea to have a greater impact in Battersea and Wandsworth Borough as a whole.

Our Youth Battersea proposal (FST, Caius House, Carneys Community, Providence House and FAST) to the **Coronavirus Community Support Fund through the National Lottery**, was successful, and we shared £136,440 between the 5 organisations. Our share of this was **£21,252** and as already stated made a big difference to what we were able to deliver during these Covid times.

We are also grateful for the **£4,400 we received from the Foyle Foundation** again towards our mentoring work. Mentoring continues to be a huge part of our interventions with young people and it continues to have a huge impact on the majority of young people we support in this way, so this funding was so vital.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Before we move on to report on our statistics for this year, we want to take a moment to share some very sad news that occurred this year. The amazing Ricky Hammond, who started and ran Battersea Lions FC, and also worked with us since 2009 as a sports coach, sadly passed away in May. He was an incredible man, who gave his all to all the children and young people that he coached in all the different sports he was qualified to teach. Phil our CEO had become close to him over the years, and Ricky had a great impact on many of the young people we worked with. He was a legend to many people and will be hugely missed!

Our activities in numbers

Covid-19 continued to have an impact on our work this year. We had to limit the numbers of young people attending Learn2Live, and as mentioned earlier in this report Infuse was only open for less than half of the year. Despite these challenges the staff did an amazing job of supporting and impacting the young people in our care.

Learn2Live

We had 19 young people referred to us from Francis Barber this year. 4 of those left during the year to return to mainstream school. All the others remained at Francis Barber and many of them we will continue to support next year. 4 of the pupils are year 10 this year, so will not return to us next year but will focus on their GCSE's full time at Francis Barber.

This means 100% of those pupils who left us this year achieved a positive outcome (either mainstream school or returning to PRU full time).

Lean on Me

This year we mentored 15 young people, 10 of whom were secondary aged and 5 primary aged. There was a mix of new referrals, some who we have carried on supporting from last year, and some that are due to longer term relationships we have with the young people and their families.

Again the focus of the mentoring was mixed but there were themes. 6 of the mentees were being supported to enable them to maintain their school place. 4 of them we provided short term intensive support to enable them to transition successfully to a new school. The remaining 5 were a mix of supporting their transition to further education and employment as well as general life skills development.

We delivered 165 sessions this year, amounting to 354 hours of mentoring. 3 mentees remained in mainstream education, 2 of them progressed to a full time alternative education placement and 1 progressed to mainstream school. For 2 of the mentees the intervention was too short for us to have much impact. 75% of the young people who completed their mentoring achieved a positive outcome. 7 of the mentees we are continuing to support next year.

Infuse

Covid had the biggest impact on Infuse, we were only able to deliver 20 sessions this year. This made it extremely difficult to gain any momentum and some young people and their families were wary of attending youth clubs due to the concerns around Covid. We only had 11 young people attend the sessions we ran, all young people we know really well. However the cooking sessions we ran later in the year were a lot of fun for those who came.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

We hope that next year we will be able to re-build Infuse, maybe into something a little different, depending on the feedback from the young people.

Summer unlocked

Again Covid made it impossible to run a residential this year so we planned to deliver 3 weeks of Summer Unlocked activities instead. However due to the staffing changes happening at this time we were only able to deliver 3 of the planned sessions with Urban Studio Sessions taking young people skating. We had 7 young people attend those sessions in total, most of them attending at least 2 of the 3 sessions and they were a great success.

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

| Project | Outcomes v last year | Commentary |
|----------------|--|--|
| Learn2Live | 19 attendees (+ 6% v LY) 16 regularly impacted (+ 25% v LY) 100% of leavers re-engaged with education (+ 50% v LY) (74% showed a measureable improvement in their life skills) | Attendance really improved this year, which led to us having a greater impact. |
| Lean on Me | 15 children and young people mentored (+ 7% v LY) 8 leavers 6 with a positive outcome, 2 gained an alternative education place, 3 remained in mainstream and 1 returned to mainstream education. 7 continue to be mentored 75% of those who completed mentoring achieved a positive outcome (- 16% v LY) | Lean on Me continues to receive many referrals and remains hugely effective. Our flexibility allows us to impact such a wide variety of needs. |
| Infuse | Only delivered 20 sessions with 11 total attendees. | Covid-19 meant that for most of the year Infuse was not able to be open. |
| Residentials | Again no residential this year due to Covid. Delivered 3 'Summer Unlocked' sessions instead. 7 young people attended. | |

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £9,263 (2020 - net income of £1,630), details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £90,464, a reduction of £20,709 on the previous year, and total expenditure amounted to £81,201, a reduction of £28,342 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 £11,650, which is below the required level.

Although we have finished the year without the required level of reserves we are pleased with the financial position taking into account the extremely challenging circumstances that the Covid pandemic continues to cause. We have finished the year with an increased level of reserves compared to last year, and recognise that the continued high level of referrals into our Lean on Me programme keeps our unrestricted income at a good level. We believe that next year the high level of referrals will continue, so that if we are successful with a small number of grant applications we should finish next year with another increase in our reserves level.

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 our longstanding individual donors who have again stuck with us this year and continue to do so. We have also gained a small number of new regular donors. Our partnership with Francis Barber PRU continues into another year and our reputation with both primary and secondary schools in Wandsworth continues to grow, providing a firm foundation for our continued delivery and growth next year.

In addition the 'Youth Battersea' partnership has already led to one significant successful grant, and is also gaining reputation amongst local authority departments and other potential local stakeholders, and we are expecting this partnership to leverage more income over the next year and beyond.

PLANS FOR FUTURE PERIODS

During 2021/22 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.

Learn2Live and Lean on Me will continue to be delivered, and will hopefully return to a more normal delivery model as the remaining Covid restrictions are removed later in the year.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Now that Infuse is allowed to open we are hoping to see a re-launch and growth in numbers as young people continue to re-engage with the activities and interests they did before the pandemic. We recognise it will take some considerable thought and effort, but believe with a new team comes new ideas and enthusiasm.

As trustees we will continue with our 5 focus areas:

1. Funding
 - a) Review our grant strategy.
 - b) Recruit new individual and major donors.
2. Raising awareness/keeping awareness
 - a) Improving our Impact reporting.
 - b) Create a library of content.
 - c) Develop a schedule and targeting for regular and impactful social media posts.
3. Employment and entrepreneurship
 - a) Identify 2-3 diverse employment partners that can cater for our young people.
 - b) Establish a process for transitioning young people to employment/entrepreneurship programmes.
 - c) Publicly communicate the partnership and benefits.
4. Programme enhancement
 - a) Identify skills/capabilities we want to develop in our young people.
 - b) Identify and approach partners who can help us develop this.
5. Alliances and collaboration
 - a) Focussed on social care and education.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

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.

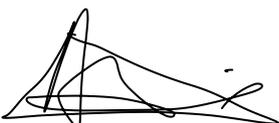
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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 23 May 2022 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 2021

I report on the accounts of the charity for the year ended 31 August 2021 set out on pages 14 to 23.

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 2021

.../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 extitent 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
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

Date: 25 May 2022

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 2021

| | Notes | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Unrestricted Funds 2020 £ | Restricted Funds 2020 £ | Total Funds 2020 £ |
|--------------------------------|-----------|---------------------------------|-------------------------------|--------------------------|---------------------------------|-------------------------------|--------------------------|
| INCOME FROM | | | | | | | |
| Donations and legacies | 2 | 24,537 | 30,857 | 55,394 | 25,398 | 8,182 | 33,580 |
| Charitable activities | | | | | | | |
| PRU & Mentoring | | 34,997 | - | 34,997 | 76,512 | 1,000 | 77,512 |
| Investments | 3 | 25 | - | 25 | 25 | - | 25 |
| Other | | 48 | - | 48 | 56 | - | 56 |
| TOTAL INCOME | | 59,607 | 30,857 | 90,464 | 101,991 | 9,182 | 111,173 |
| EXPENDITURE ON: | | | | | | | |
| Charitable activities | 4 | | | | | | |
| PRU | | 32,691 | - | 32,691 | 34,019 | - | 34,019 |
| Mentoring | | - | 17,492 | 17,492 | 45,869 | - | 45,869 |
| Infuse | | 6,131 | 5,981 | 12,112 | 8,480 | 8,794 | 17,274 |
| Battersea Lions | | - | - | - | 26 | 5,301 | 5,327 |
| Summer projects | | 4,976 | - | 4,976 | 1,673 | 1,000 | 2,673 |
| Wandsworth HAF | | - | 2,984 | 2,984 | - | - | - |
| | | 43,798 | 26,457 | 70,255 | 90,067 | 15,095 | 105,162 |
| Raising funds | 4 | 10,946 | - | 10,946 | 4,381 | - | 4,381 |
| TOTAL EXPENDITURE | | 54,744 | 26,457 | 81,201 | 94,448 | 15,095 | 109,543 |
| Transfer between funds | 10 | - | - | - | (3,016) | 3,016 | - |
| NET MOVEMENT IN FUNDS | | 4,863 | 4,400 | 9,263 | 4,527 | (2,897) | 1,630 |
| RECONCILIATION OF FUNDS | | | | | | | |
| TOTAL FUNDS | AT | | | | | | |
| SEPTEMBER 2020 | 1 | 6,787 | - | 6,787 | 2,260 | 2,897 | 5,157 |
| TOTAL FUNDS | AT | | | | | | |
| AUGUST 2021 | 31 | £ 11,650 | £ 4,400 | £ 16,050 | £ 6,787 | £ Nil | £ 6,787 |

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 2021

| | Notes | £ | 2021 £ | £ | 2020 £ |
|---|-------|---------|-----------------|-------|----------------|
| CURRENT ASSETS | | | | | |
| Cash at bank and in hand | | 19,560 | | 7,594 | |
| CREDITORS: amounts falling due within one year | | | | | |
| | 9 | (3,510) | | (807) | |
| NET CURRENT ASSETS | | | 16,050 | | 6,787 |
| NET ASSETS | | | £ 16,050 | | £ 6,787 |
| FUNDS | | | | | |
| Restricted funds | 10 | | 4,400 | | - |
| Unrestricted funds: | | | | | |
| General fund | 10 | | 11,650 | | 6,787 |
| | | | £ 16,050 | | £ 6,787 |

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 23 May 2022 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 2021

| | 2021 | | 2020 | |
|--|--------------|---------------|--------------|--------------|
| | £ | £ | £ | £ |
| Cash flows from operating activities | | 9,263 | | 1,630 |
| Net cash provided by / (used in) operating activities | | | | |
| (Increase)/decrease in debtors | | - | | - |
| Increase/(decrease) in creditors | 2,703 | | (505) | |
| | | 2,703 | | (505) |
| Cash flows from investing activities | | - | | - |
| Cash flows from financing activities | | - | | - |
| Change in cash and cash equivalents in the year | | 11,966 | | 1,125 |
| Cash and cash equivalents at the beginning of the year | | 7,594 | | 6,469 |
| Cash and cash equivalents at the year end | | 19,560 | | 7,594 |

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

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 2021

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 2021

2. DONATIONS AND LEGACIES

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | <i>Total Funds 2020 £</i> |
|-----------------------------------|------------------------------------|----------------------------------|-----------------------------|---------------------------------------|
| Grant income | | | | |
| - The Foyle Foundation | - | 4,400 | 4,400 | - |
| - National Lottery Community Fund | - | 21,252 | 21,252 | - |
| - Wandsworth Borough Council | - | 5,205 | 5,205 | - |
| - HMRC: Job Retention Scheme | - | - | - | 4,704 |
| | - | 30,857 | 30,857 | 4,704 |
| Donations, including gift aid | 24,537 | - | 24,537 | 28,876 |
| | <u>£ 24,537</u> | <u>£ 30,857</u> | <u>£ 55,394</u> | <u>£ 33,580</u> |

3. INVESTMENT INCOME

| | 2021 £ | 2020 £ |
|---------------------------|-----------|-----------|
| Interest receivable from: | | |
| Cash at bank | £ 25 | £ 25 |

4. ANALYSIS OF EXPENDITURE

| Current year | Direct costs £ | Staff / consultant costs £ | Support & governance costs £ | Total 2021 £ | <i>Total 2020 £</i> |
|----------------------------|----------------------|-------------------------------------|---------------------------------------|-----------------|-------------------------|
| Charitable activities | | | | | |
| PRU | 4,826 | 17,700 | 10,165 | 32,691 | 34,019 |
| Mentoring | 1,571 | 10,113 | 5,808 | 17,492 | 45,869 |
| Infuse | 169 | 7,586 | 4,357 | 12,112 | 17,274 |
| Battersea Lions | - | - | - | - | 5,327 |
| Summer project | - | 3,161 | 1,815 | 4,976 | 2,673 |
| Wandsworth HAF | 2,984 | - | - | 2,984 | - |
| | <u>9,550</u> | <u>38,560</u> | <u>22,145</u> | <u>70,255</u> | <u>105,162</u> |
| Fundraising costs | - | 6,953 | 3,993 | 10,946 | 4,381 |
| Support & governance costs | 8,438 | 17,700 | (26,138) | - | - |
| | <u>£ 17,988</u> | <u>£ 63,213</u> | <u>£ Nil</u> | <u>£ 81,201</u> | <u>£ 109,543</u> |

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

| Prior year | Direct costs £ | Staff / consultant costs £ | Support & governance costs £ | Total 2020 £ |
|------------------------------|-------------------|-------------------------------|---------------------------------|------------------|
| <i>Charitable activities</i> | | | | |
| PRU | 2,291 | 27,905 | 3,823 | 34,019 |
| Mentoring | 32,377 | 11,866 | 1,626 | 45,869 |
| Infuse | 2,058 | 13,383 | 1,833 | 17,274 |
| Battersea Lions | 4,756 | 502 | 69 | 5,327 |
| Summery projects | 172 | 2,200 | 301 | 2,673 |
| | <u>41,654</u> | <u>55,856</u> | <u>7,652</u> | <u>105,162</u> |
| Fundraising costs | - | 3,853 | 528 | 4,381 |
| Support & governance costs | <u>5,512</u> | <u>2,668</u> | <u>(8,180)</u> | <u>-</u> |
| | <u>£ 47,166</u> | <u>£ 62,377</u> | <u>£ Nil</u> | <u>£ 109,543</u> |

Of the total expenditure of £81,201 (2020 - £109,543), £43,798 (2020 - £90,067) was unrestricted expenditure, and £26,457 (2020 - £15,095) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

| | Unrestricted Funds 2021 £ | Restricted Funds 2021 £ | Total Funds 2021 £ | Total Funds 2020 £ |
|-----------------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Salary costs | | | | |
| Wages and salaries | 39,138 | 22,624 | 61,762 | 59,129 |
| Social security costs | 250 | - | 250 | 1,358 |
| Employer pension | 1,201 | - | 1,201 | 1,131 |
| | <u>40,589</u> | <u>22,624</u> | <u>63,213</u> | <u>61,618</u> |
| Other staffing costs | | | | |
| Consultancy | - | - | - | 760 |
| | <u>£ 40,589</u> | <u>£ 22,624</u> | <u>£ 63,213</u> | <u>£ 62,378</u> |

The average weekly number of staff on a head count basis was 4 (2020 - 4).

The total employee benefits of the key management personnel were £30,636 (2020 - £29,809).

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 (2020 - the same).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

7. RELATED PARTY TRANSACTIONS

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

8. SUPPORT COSTS

| | 2021 | 2020 |
|-----------------------------------|-----------------|----------------|
| | £ | £ |
| Governance costs: | | |
| Independent Examiner's fee | 600 | 600 |
| Dues and subscriptions | 632 | 480 |
| Resources | 104 | - |
| Payments to partner organisations | 1,737 | - |
| Insurance Expense | 688 | 599 |
| General office costs | 348 | 386 |
| Postage and Delivery | 8 | 9 |
| Computer and Internet Expenses | 1,710 | 1,213 |
| Telephone | 1,036 | 1,065 |
| Travel | 44 | - |
| Staff DBS Check | 90 | 10 |
| Software | 245 | 271 |
| Staff training | 217 | 483 |
| Stationery | - | 20 |
| Staff meetings | - | 32 |
| Staff entertainment | 341 | - |
| Advertising/Promotional | 638 | 343 |
| Staff support costs | 17,700 | 2,668 |
| | <u>£ 26,138</u> | <u>£ 8,180</u> |

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

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2021 | 2020 |
|------------------------------|----------------|--------------|
| | £ | £ |
| Accruals | 600 | 600 |
| Deferred grant income | 1,150 | - |
| Taxation and social security | 972 | - |
| Pension control | 152 | 207 |
| Net pay control | 636 | - |
| | <u>£ 3,510</u> | <u>£ 807</u> |
| <u>Deferred income</u> | | |
| Amount deferred in the year | <u>1,150</u> | - |
| Balance at 31 August 2021 | <u>£ 1,150</u> | <u>£ Nil</u> |

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

10. STATEMENT OF FUNDS

| | Brought Forward £ | Incoming Resources £ | Resources Expended £ | Transfers and investment gains/(losses) £ | Carried Forward £ |
|-------------------------|----------------------|-------------------------|-------------------------|--|----------------------|
| RESTRICTED FUNDS | | | | | |
| PRU & Mentoring | - | 25,652 | (21,252) | - | 4,400 |
| Wandsworth HAF | - | 5,205 | (5,205) | - | - |
| | <u>£ Nil</u> | <u>£ 30,857</u> | <u>£ (26,457)</u> | <u>£ Nil</u> | <u>£ 4,400</u> |

SUMMARY OF FUNDS

| | | | | | |
|------------------|----------------|-----------------|-------------------|--------------|-----------------|
| General Funds | 6,787 | 59,607 | (54,744) | - | 11,650 |
| Restricted Funds | - | 30,857 | (26,457) | - | 4,400 |
| | <u>£ 6,787</u> | <u>£ 90,464</u> | <u>£ (81,201)</u> | <u>£ Nil</u> | <u>£ 16,050</u> |

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds | | | Total Funds |
|--------------------|-----------------------|--------------------|-----------------------|------------------|
| | Designated Funds £ | General Funds £ | Restricted Funds £ | Total Funds £ |
| Net current assets | - | 11,650 | 4,400 | 16,050 |
| | <u>£ Nil</u> | <u>£ 11,650</u> | <u>£ 4,400</u> | <u>£ 16,050</u> |