

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

Dains LLP
Chartered Accountants
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

**THE INSPIRE AND ACHIEVE FOUNDATION
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FOR THE YEAR ENDED 31 MARCH 2016**

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THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

Reference and Administrative Information

Charity Registration Number: 1129402

Company Registration Number: 06849534

Registered Office: West Nottinghamshire College
Derby Road
Mansfield
NG18 5BH

Website: www.inspireachieve.co.uk

Directors/Trustees: Andrew M Tucker (Chairman)
Michael H W Cannon
Yvonne L Card – appointed 8 June 2015
Neil Hankinson – resigned 28 April 2015
Dame Asha Khemka DBE, OBE
Alexandra E Peace-Gadsby
Keith W Rodgers – appointed 1 February 2016
Martin J Turner – appointed 20 January 2016

Secretary: Maxine Bagshaw

Director (Executive): Pippa Carter

Independent Examiner: A P Morris FCA
of Dains LLP
Chartered Accountants
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

Principal Bankers: Lloyds Bank
Stockwell Gate
Mansfield

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The Trustees present their report together with the financial statements of the charity for the year ended 31 March 2016. The financial statements have been prepared in accordance with the accounting policies set out in note 1 and comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16 July 2014.

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

Structure, Governance and Management

Governing Document

The Inspire and Achieve Foundation is a charitable company limited by guarantee. It was incorporated on 17 March 2009 and registered as a charity on 5 May 2009. The charity was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. In the event of the company being wound up the members are required to contribute an amount not exceeding £1.

Recruitment and Appointment of the Board of Trustees

The directors of the charitable company are its trustees for the purpose of charity law. The articles of association state that there must be a minimum of two trustees. New trustees are usually identified from amongst the local community. The Inspire and Achieve Foundation strives to ensure that trustees have the relevant business and practical experience required. They are appointed by ordinary resolution to serve for a period of four years.

Trustee Induction and Training

The induction process for any newly appointed trustee comprises an initial meeting with the Board of Trustees, at which a pack is provided. This includes a copy of the memorandum and articles of association, copy of the most recent annual report and accounts, copy minutes of previous trustees' meetings and a copy of the charity commission guidance 'The Essential Trustee'.

Risk Management

The trustees implement a risk management strategy which comprises:

- An annual review of the risks which the charity may face
- The establishment of systems and procedures to mitigate those risks identified, including young people and vulnerable adults policy.

Organisational Structure

The foundation is managed by the Director (Executive) who reports to the Board of Trustees. Programmes are delivered in partnership with other charities and voluntary organisations in furtherance of the foundation's objectives. Activities are run by the Programme and Progression Manager, Peer Mentors and the Youth and Outreach Officer who report to the Director (Executive). All members of staff are directly employed by the Foundation. In the past year, two new Trustees have joined The Inspire and Achieve Foundation, bringing the total to seven Trustees. New Trustees are asked to apply in writing to the charity, and declare any conflicts of interest so that their application can be assessed by the Trustee Board. A vote is then taken in the next Board meeting as to whether an appointment should be made.

Objectives and Activities for the Public Benefit

The Inspire and Achieve Foundation (IAF) is a registered charity with a single charitable object: The advancement of education of young people.

IAF currently operates with a focus on the Mansfield and Sutton in Ashfield area and activity targets young people aged 16-24 who are not in education, employment or training (NEET), or who are at risk of falling into this category. IAF acts as a resource providing advice and educational programmes to enable young people to advance in life.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

Objectives and Activities for the Public Benefit (continued)

IAF objectives are to raise the aspirations and achievements of disadvantaged young people, and those not in education, employment and training by:

- Inspiring and supporting them to make positive changes in their lives,
- Inspiring and supporting them to find progression routes into education and employment,
- Working in partnership with educational organisations, other third sector organisations, and business to signpost, create, and provide positive progression routes and supported activities.

Public Benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and have complied with their duties under the Charities Act 2011.

Achievements and Performance

2015/16 has seen the Foundation deliver much needed assistance to young people on the margins of society. The Inspire and Achieve Foundation has helped 223 individuals over the course of the year (up from 121 in 2014/15), with 60% of them progressing into employment, education or training within the financial year, and many with planned progressions for the new financial year. This is a great outcome given that over 45% of our participants have addiction issues and housing issues, 30% have a criminal record, 40% have learning difficulties, 27% are young parents, and a further 40% have mental health concerns.

Project activity within the year has been as follows:

- Stage 1 Football Project: 39 participants (up from 33 in 2014/15)
- Stage 1 Boxing Project: 55 participants (up from 39 in 2014/15)
- Stage 1 Outreach, Mentoring and IAG programme: 67 participants (78 in 2014/15)
- Stage 2 Accelerate Programm: 28 participants (up from 11 in 2014/15)
- Stage 2 Traineeship Programme: 17 participants (up from 0 in 2014/15)
- Stage 2 Mentoring and IAG programme: 137 participants (up from 40 in 2014/15)
- Stage 3 Participation, Mentoring and IAG programme: 30 participants (up from 16 in 2014/15)

Stage 1 projects focus on outreach and engagement, capturing the interest and gaining the trust of the young person. They are on-going programmes run in a community venue for a couple of hours a week.

IAF conducts outreach work on the streets, via hostels, and through referral agencies, attracting hard to reach individuals with enjoyable and fun Stage 1 activities. We offer IAG and mentoring to young people who attend, and we either help them directly or refer them onto specialists where needed. The advice given at this stage tends to be around resolving problems and issues in their personal lives. These Stage 1 activities then help to:

- Build self- esteem and self-awareness,
- Address anti-social behaviours and managing conflict,
- Teach respect and community awareness, and
- Motivate and inspire young people to change their lives.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

Achievements and Performance (continued)

Stage 2 projects build upon the progress made at Stage 1, and steps up the level of commitment required from individuals. Stage 2 projects have an element of classroom based learning, where key messages from Stage 1 activity are reinforced and where teaching addresses areas such as employability skills, anger management, body-language, behaving responsibly, and taking control of your own future. One-to-one mentoring is provided and action planning is built into the taught sessions. These IAG sessions tend to focus more on progression into education and employment.

Stage 3: Stage 3 activity involves the provision of one-to-one support and mentoring for those young people who still need assistance once they have progressed into employment or education. They can also participate in our Stage 1 activities if available. The objective of this Stage 3 support is to ensure that the progression is sustained and that a period of personal crisis does not jettison the young person back into unemployment or cause them to leave education.

Reserves Policy

Free reserves at 31 March 2016 totalled £3,348. The agreed reserves policy is to maintain free reserves at a level sufficient to cover three months salaries. It is the Directors' intention to build free reserves up to a more acceptable level during the current year.

Plans for Future Periods

2016/17 will see the charity build upon its operational successes, and see its projects gain further momentum within the community. Key delivery activities planned for the year are as follows:

- The continued delivery of Stage 1 projects and mentoring
- The continued delivery of Stage 2 and Stage 3 mentoring
- The continued delivery of the Stage 2 training programmes
- The continued delivery of work experience programmes that help NEET young people access local employers
- The continued delivery of service delivery into Eastwood and Kimberley

With regards to financial management and governance, key objectives over the 2016/17 year are as follows:

- To diversify the charity funding base and to secure enough funding to deliver project activity and build 3 months of reserves.
- To review governance, policies and procedures over the course of the year to ensure that all documents and practices provide maximum support to the needs and activities of the charity as it grows, and are in line with the Matrix Quality Standard for Information Advice and Guidance.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
TRUSTEES REPORT
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

Trustees' Responsibilities in Relation to the Financial Statements

The trustees (who are also directors of The Inspire and Achieve Foundation for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

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

Independent Examiner

A resolution will be proposed at the Annual General Meeting that A P Morris FCA of Dains LLP be reappointed as independent examiner of the charity for the ensuing year.

Small Company Exemptions

This report is prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

Approved by the Board of Trustees on 21 October 2016 and signed on its behalf:

Michael Cannon
Director

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)

Independent Examiner's Report to the Trustees of The Inspire and Achieve Foundation

I report on the accounts of the company for the year ended 31 March 2016 which are set out on pages 7 to 13.

Respective responsibilities of trustees 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 trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 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 you as 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 matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

A P Morris FCA
of Dains LLP
St John's Court
Wiltell Road
Lichfield
Staffordshire
WS14 9DS

21 October 2016

THE INSPIRE AND ACHIVE FOUNDATION
(A Company Limited by Guarantee)
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2016

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
Income from:					
Grants and donations	3	7,428	12,496	19,924	21,080
Activities for generating funds		-	-	-	475
Bank Interest		167	-	167	76
Charitable activities	4	99,839	-	99,839	72,445
		-----	-----	-----	-----
Total Income		107,434	12,496	119,930	94,076
		-----	-----	-----	-----
Expenditure on:					
Raising funds	5	2,740	-	2,740	7,016
Charitable activities	7	100,372	7,488	107,860	77,919
Governance	8	8,207	-	8,207	8,519
		-----	-----	-----	-----
Total Expenditure		111,319	7,488	118,807	93,454
		-----	-----	-----	-----
Net Income/ (Expenditure)		(3,885)	5,008	1,123	622
Total Funds Brought Forward		7,233	-	7,233	6,611
		-----	-----	-----	-----
Total Funds Carried Forward		3,348	5,008	8,356	7,233
		-----	-----	-----	-----

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

All amounts derive from continuing activities.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
BALANCE SHEET AT
31 MARCH 2016

	Notes	2016		2015	
		£	£	£	£
Current Assets					
Debtors	12	9,608		17,914	
Cash at Bank and in Hand		28,120		26,289	
		37,728		44,203	
Creditors:					
Amounts falling due within 1 year	13	29,372		36,970	
		8,356		7,233	
Net Current Assets			8,356		7,233
Net Assets			8,356		7,233
Restricted Funds					
	14		5,008		-
Unrestricted Funds					
			3,348		7,233
			8,356		7,233

For the year ending 31 March 2016 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

ON BEHALF OF THE TRUSTEES:

.....

Andrew Tucker

Approved and authorised for issue by the Trustees on 21 October 2016

Company Registration Number: 06849534

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

1. **Accounting Policies**
Basis of Accounting

These financial statements have been prepared under the historical cost convention, and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard for Smaller Entities published on 16 July 2014, the Financial Reporting Standard for Smaller Entities (FRSSE), the Companies Act 2006 and the Charities Act 2011 and applicable regulations.

These financial statements have been prepared on the going concern basis. Having assessed future funding streams for a period of twelve months from the date of approval of the financial statements, the trustees are confident that the charity has adequate resources to continue operating for the foreseeable future.

The principal accounting policies adopted in the preparation of the financial statements are set out below:

Income
Donations and Grants

Donations and grants that provide core funding or are of a general nature are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from Charitable Activities

Income from charitable activities is recognised as earned.

Investment Income

Bank interest receivable is recognised on a receivable basis.

Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis. Support costs are apportioned by reference to time spent.

Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure by the donor at the time of donation.

Irrecoverable VAT

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

Donated Services

Donated services are included at their estimated value to the charity.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

2. Legal Status

The Inspire and Achieve Foundation is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

3. Grants and Donations	Unrestricted Funds	Restricted Funds	Total 2016	Total 2015
	£	£	£	£
Big Lottery	-	9,996	9,996	-
Lloyds TSB Foundation	-	-	-	7,000
ESF Futures Capacity	-	2,500	2,500	2,500
Lloyds Community Fund	-	-	-	2,000
Business Champions Scheme	-	-	-	5,700
Other Grants and Donations	7,428	-	7,428	3,880
	<hr/>	<hr/>	<hr/>	<hr/>
	7,428	12,496	19,924	21,080
	<hr/>	<hr/>	<hr/>	<hr/>

In 2015 grants and donations comprised unrestricted donations £5,880 and restricted donations £15,200.

4. Income from Charitable Activities	Total 2016	Total 2015
	£	£
WNC - ESF Contract	23,534	49,142
DWP	45,000	-
Talent Match	26,221	-
Traineeship Payments	4,719	-
ESF Futures 19+	-	12,500
Futures Outreach	-	7,500
Groundwork Youth Contract	-	2,500
Other	365	803
	<hr/>	<hr/>
	99,839	72,445
	<hr/>	<hr/>

5. Raising Funds	Total 2016	Total 2015
	£	£
Direct Costs	516	216
Support Costs - Salaries	2,224	6,800
	<hr/>	<hr/>
	2,740	7,016
	<hr/>	<hr/>

In 2015 raising funds expenditure of £7,016 included £4,246 of restricted funds.

THE INSPIRE AND ACHIEVE FOUNDATION LIMITED
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

6. Support Costs	Total 2016 £	Total 2015 £
Salaries including NI	22,240	22,666
	<hr/>	<hr/>
	22,240	22,666
	<hr/>	<hr/>
Cost of Generating Funds	2,224	6,800
Charitable Activity	13,344	9,066
Governance	6,672	6,800
	<hr/>	<hr/>
	22,240	22,666
	<hr/>	<hr/>
 7. Charitable Activities	 Total 2016 £	 Total 2015 £
Project delivery	29,920	17,410
Support costs - Salaries	13,344	9,066
Salaries including NI	63,356	44,334
Insurance	609	590
Staff training and mentoring	550	6,385
Bank charges	81	134
	<hr/>	<hr/>
	107,860	77,919
	<hr/>	<hr/>
In 2015 charitable activities of £77,919 included £16,362 of restricted funds.		
 8. Governance Costs	 Total 2016 £	 Total 2015 £
Independent Examiner	1,500	1,500
Support Costs - Salaries	6,672	6,800
Other	35	219
	<hr/>	<hr/>
	8,207	8,519
	<hr/>	<hr/>

No fee was charged by the independent examiner. In accordance with s133 of the SORP the value of the service has been shown at £1,500 and a similar amount is included within donations.
In 2015 governance costs of £8,519 included £4,246 of restricted funds.

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

9. Staff Costs and Numbers	Total 2016 £	Total 2015 £
Salaries and Wages	80,990	63,559
Employers National Insurance	4,606	3,442
	<hr/>	<hr/>
	85,596	67,001
	<hr/>	<hr/>

No employee received emoluments of more than £60,000.

The average number of employees during the year, calculated on the basis of full time equivalents was as follows:

	Total 2016 £	Total 2015 £
Charitable Activities and Governance	4	3
	<hr/>	<hr/>

10. Trustees Remuneration and Related Party Transactions

No trustee received any remuneration or expenses during the year (2015- £Nil).

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year. (2015 - £Nil).

11. Taxation

As a charity, The Inspire and Achieve Foundation is exempt from tax on income falling within S.505 of the Taxes Act 1988 to the extent that this is applied to its charitable objects. No tax charge arises in respect of the year ended 31 March 2016 (2015 - £nil).

12. Debtors	Total 2016 £	Total 2015 £
Contract Income	8,469	15,674
Other Debtors	1,139	2,240
	<hr/>	<hr/>
	9,608	17,914
	<hr/>	<hr/>

THE INSPIRE AND ACHIEVE FOUNDATION
(A Company Limited by Guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016 (Continued)

13. Creditors: Amounts falling due within one year		Total	Total
		2016	2015
		£	£
West Notts College		25,820	35,621
Other Creditors		3,552	1,349
		<hr/>	<hr/>
		29,372	36,970
		<hr/>	<hr/>

14. Restricted Funds

	Balances b/fwd £	Incoming Resources £	Resources Expended £	Balances c/fwd £
Big Lottery	-	9,996	4,988	5,008
ESF Futures Capacity	-	2,500	2,500	-
	<hr/>	<hr/>	<hr/>	<hr/>
	-	12,496	7,488	5,008

The Big Lottery grant is in respect of the IAF Motivate! programme.
ESF Futures Capacity grant is towards salary of Director (Executive).

10. The assets and liabilities of the charity are represented by the funds as detailed below:

	Total	Restricted	Unrestricted
		Funds	Funds
	£	£	£
Current Assets	37,728	5,008	32,720
Current Liabilities	(29,372)	-	(29,372)
	<hr/>	<hr/>	<hr/>
	8,356	5,008	3,348
	<hr/>	<hr/>	<hr/>