

## **FUTURE SKILLS TRAINING**

**Trustees' Annual Report and Financial Statements  
for the year ended 31 August 2018  
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)

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## **REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 August 2018

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## **FUTURE SKILLS TRAINING**

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### **REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**

**For the year ended 31 August 2018**

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

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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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 2018. 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 2015).

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.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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#### **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 objects 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.

#### **Principle 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.

### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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We continue to deliver our 5 main projects:

1. Learn2Live – a social skills project targeting 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.

### TRUSTEES' REPORT

For the year ended 31 August 2018

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#### 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.

The trustees 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 in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

For the **Learn2Live** project this year we worked with more partners in order to broaden the curriculum of the project and give our young people more opportunities to grow. We spent 6 weeks at Vauxhall City Farm on their new rooted project where we learned about the ecosystem of the farm, made bug houses and prepared food for the animals amongst other activities. There were some challenging moments on the project, but overall enough **positive engagement and progress** to pursue further partnership opportunities including possible joint funding bids.

Sports coaching continues to be a core part of Learn2Live, with **badminton and squash being particular successes this year with the young people progressing quickly.**

We had some great sessions with Natasha from Silver Lined Horizons looking at our mental health. The young people and staff engaged well together with everyone benefitting. Staff from our local Santander branch visited us and delivered a session on finance and budgeting, a vital life skill for everyone.

Chris from the Royal Horticultural Society helped us to **prepare and plant our own fruit, veg and herb garden** on site at St Marks Church. **Two of our boys Dante and Amiel really excelled during these weeks, focussing superbly and developing a brilliant little patch.** We successfully grew tomatoes, strawberries, potatoes, Rosemary, lettuce and chillies.

To ensure that Learn2Live continues to be as effective as possible the trustees invited two "industry experts" to observe sessions and feedback their thoughts. The feedback received was extremely positive about the content and the delivery of the sessions and reinforced that **we continue to deliver a high quality and effective programme** for some of the most vulnerable young people in Wandsworth.

### TRUSTEES' REPORT

For the year ended 31 August 2018

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In addition to this, Phil our CEO has been discussing with Francis Barber PRU about changes to the way our relationship with them works. These changes are in fact going to make it more difficult for us to have the impact we normally do as from next year we will be having young people referred separately based on the PRU site they attend. This means we will work with one group for a half term period (around 6 weeks) then we will have a different group. This inconsistency is going to obviously impact our success through relationship approach, but we are having the young people for longer sessions so this will offset this issue slightly.

Looking at the results of the **Lean On Me** mentoring project, this intervention is more effective with the primary aged children we support. In many ways this is not surprising as often younger children are more willing to try new things, appreciate more the attention they are given and have not developed as many protective barriers as teenagers.

To ensure again the effectiveness of **Lean On Me** we need to develop an exit evaluation for the young people to complete, which can feed into the continual development of the project. In order to keep **Infuse** fresh and to attract new attendees, during the year we invited some special guests. Dawn from Caribburton, a local Caribbean food business, returned and got many of the young people making wraps, which was a big success. Carl from Well Kneaded, a local Pizza business also returned this year, and many pizzas were made and enjoyed. We also had two sporting guests, Rachel, a table tennis coach we have been working with for many years, and a small team from Wing Chun London, taught the young people and staff some Wing Chun basics.

Overall these 'special guest' sessions were a success, but they did not appear to have much effect on the overall attendance at Infuse. Playing board games and cards were a popular feature for part of the year, but again had limited effect on numbers. In January another local youth worker visited Infuse and told us that **we had more kids at Infuse than some other youth clubs** he's been to. This was a major encouragement to us as the lack of growth in attendance has been a concern for us.

Despite the work done by the team to increase attendance not being as effective as we had hoped, it is clear that those who continue to come regularly hugely value Infuse. Again this year, many would come for the whole afternoon, many of them on their own. Some have asked staff "why is Infuse not open everyday", and sometimes the young people don't want to leave.

**Infuse again provided meaningful volunteer opportunities for 6 young people**, 2 of them students from Kingston University and one from a local secondary school. This allowed the team to continue with outreach, which brought in some new young people.

This year saw some considerable staff changes. Paul left us at the beginning of the year after 6 years excellent service. Micah came in to replace in November, then both Micah and Rena-Rose left at the end of the year in July 2018. The recruitment process that followed coincided with a review of staffing levels, salaries and how we develop our small staff team. The trustees felt the staff should be paid a more competitive salary and that we would like to make the two part time youth work roles full time if funding allowed. This would allow for more outreach, mentoring, time for planning, evaluation and monitoring, and would give more breathing room for wrap-around work and professional development.



### TRUSTEES' REPORT

For the year ended 31 August 2018

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In order to have the resources to meet these ideals, the trustees have been also reviewing FST's funding structure, to see what further support we can give to the fundraising efforts. One avenue we are considering is working towards London Youth's quality mark, which if successful will hopefully make FST more attractive to funders as we will be recognised as a high quality provider of youth services, just as we are for our alternative education, as quality assured through Wandsworth Education Department.

This year we have also been working on the "story" of FST, so that we can better communicate how we meet effectively the needs of the young people and families that we support.

Fundraising this year was particularly challenging. We had no successful grant applications despite submitting 19 applications across different aspects of the charity. We did however receive a very kind donation of £1,867 from Trek America, a travel company we have links with.

Again we wish to thank those individuals who continue to faithfully donate monthly, that allow us to keep impacting the young people we work with.

#### **Beneficiaries of our services**

This year Future Skills carried on from last year supporting both primary aged and secondary aged children. We now promote the fact that we engage children and young people from the age of 8 years old up to 19 years old. We are pleased to make this widening approach a permanent change in focus. This fits with our aim of being a long term support in the lives of our beneficiaries should they desire or need that.

Learn2Live had a mixed year this year. The number of referrals from the PRU was consistent with last year, although we had a slightly higher number of young people whose circumstances led to them not attending enough sessions for us to impact them. With those whose attendance was much more regular, in many ways we dealt with two extremes of behaviour. **Some of the young people engaged positively in the sessions and benefitted from doing so. They appreciated all the encouragement given, the variety of activities and experiences and allowed us to build good relationships with them. These were the young people who made progress, and some of whom were able to return to the PRU to engage in a fuller curriculum.**

### TRUSTEES' REPORT

For the year ended 31 August 2018

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However, some of the young people were very challenging, which meant they were not able to achieve what we hoped. This made the team feel really sad, as they could see the needs and the potential the young people had, but they were just not in a place to receive the relationships and learning opportunities offered.

Lean on Me had another very successful year with **89% of those who completed their mentoring achieving a positive outcome** (for more detail on these outcomes see the table on the next page). We mentored 7 primary aged children and 4 secondary aged children, 8 of them were boys and 3 girls. We supported children with behaviour and attitude issues in school, those with learning difficulties, some with traumatic personal lives that had a huge impact on their day-to-day existence, and some with confidence and self-esteem issues.

The continued success of our Lean on Me project provides the evidence for our belief in the power of relationship and the need for us to be given time with young people. Short term interventions rarely bring about the deep, fundamental changes that the young people need and desire.

Infuse had a similar year to last year. We had a smaller number of attendees and a smaller average attendance, however the regularity of those who have made Infuse their home, means that it remains an important place for those beneficiaries to spend time after school.

**Some of our regulars have been coming for 2 or 3 years**, so our relationships with them are long established, and at times has led to long conversations about a wide variety of subjects. We have chatted with the young people about priorities in life, marijuana, religion and abortion, films, consequences of detentions at school, relationships, school and family, drugs affecting their friends lives, sexuality and gender, faith, careers, year 10 options, money, dealing with conflict with teachers and more besides.

These conversations not only allow us to listen to the young people, and help them grapple with many of the questions they have around these subjects, but also we continually learn about our young people and their culture. One of our female youth workers had a conversation with some of our girls who emphasized that social media has affected their daily conversations. They said there's no sincere or genuine friendships because most girls are glued to their phones. **They said they loved that we spoke and asked questions as they never get asked questions.**

The depth and longevity of the relationships **we have means that this year we have seen young people grow in confidence**, admit to us about their anger issues, ask us to countersign passport forms, ask us to help with revision, tell us we have helped them to focus on their personal goals, and more. This alongside some new young people making Infuse their home shows us that maintaining Infuse is really important despite not growing this year.

Battersea Lions FC had another fantastic year. We lost 4 players but gained 5, who made the squad even stronger. Attendance at weekly training sessions continues to be high. That commitment to what it means to be part of Battersea Lions has been borne out in our success again, **as we won our league for the third year in a row**. We must thank the parents of all the players who support the team in so many ways.

This year we partnered with 3 other local youth organisations, Providence House, Carneys Community Centre and FAST to jointly run a 5-day trip to East Shallowford Farm on Dartmoor. This farm has been part of Providence House' work for many years, and it was a great experience for young people and staff alike. We took 12 young people, with one staff member per organisation. As well as hosting many groups of young people, the farm is a fully working farm that breeds pigs to sell to supermarkets. Everyone was involved in the twice daily feeding and mucking out of the animals. We also learned a little about the breeding and selling of pigs, and had to weigh all the piglets and move the sows around the farm.

## FUTURE SKILLS TRAINING

### TRUSTEES' REPORT

For the year ended 31 August 2018

Away from the farm we spent a day at the beach, engaged in a night wide game, had a Taiko drumming workshop and went to an activity centre for kayaking and an obstacle course in the woods. **The feedback from the young people was hugely positive, and it was lovely that many said one of the things they enjoyed was getting to know people.** Taking young people to live in a completely different environment for a few days remains such a powerful tool in this work.

Below is the breakdown of our key performance indicators against last year's results.

Project	Outcomes v Last Year	Additional Commentary
Learn2Live	17 attendees (- 3% v LY) 13 regularly impacted (- 19% v LY) 23% re-engaged with education (- 42% v LY) 23% continue to receive support at the PRU. 31% were struggling to engage in any intervention due to their extreme behaviour. 8% moved from Learn2Live to Lean on Me.	A year of extremes. Some of the young people engaged very well and made big progress. Some however displayed extreme behaviour, were unable to engage positively due in part to mental health issues. We continue to evaluate and tailor the project to ensure it meets the needs of the young people. Also we will be making changes based on new requirements from Francis Barber PRU.
Lean on Me	11 children & young people mentored (- 22% v LY) 2 progressed to full time alternative education 4 remained in mainstream education 2 year 6's successfully transitioned to secondary school. 2 continue to be mentored. 89% of those who completed mentoring achieved a positive outcome.	Mentoring continues to be a very effective intervention. We have not compared the outcomes figures with last year as the type of outcome is quite dependant on the situation of the young person when referred, so comparing with last year does not reflect the effectiveness of the intervention.
Infuse	125 total attendees (- 22% v LY) Average of 8 young people per session. (- 33% v LY)	Although the number of attendees has dropped it remains high. The number of regulars has reduced however the majority of those that attend regularly attend on a weekly basis, and greatly value Infuse.
Battersea Lions	19 regular attendees (+ 5% v LY) Finished 1 <sup>st</sup> in the league (same as LY)	Third year in a row we won the league, a huge success!
Residentials	A successful residential in partnership with 3 other local youth organisations to a farm on Dartmoor with 12 young people.	

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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#### **FINANCIAL REVIEW**

##### **Financial position**

The Charity incurred net expenditure for the year of £12,404 (2017 - net income of £11,538), details of which are shown in the Statement of Financial Activities on page 15.

Total income for the year amounted to £66,602, a reduction of £26,596 on the previous year, and total expenditure amounted to £79,006, a reduction of £2,654 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 £3,572, 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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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#### **PLANS FOR FUTURE PERIODS**

During 2018/19, 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 next year for each project are:

##### *Learn2Live*

Following meetings with Francis Barber PRU and the small changes in our working relationship, we will be making some changes to how the sessions are delivered and then reviewing them on a half-termly basis depending on how the young people engage and progress.

##### *Lean on Me*

Following the continuation of referrals from schools and social care, and the excellent results this year, we will continue to promote and deliver our mentoring project as we have been.

##### *Infuse*

With the new staff that we are recruiting for the beginning of the new year, we will be looking forward to some fresh input and ideas to both grow Infuse in terms of attendance but also impact on those young people that currently call Infuse home.

##### *Battersea Lions*

The team will continue next year as a U15 team. We will be losing a small number of players for different reasons, but have already begun recruiting new players to keep the squad full.

##### *Residentials*

Due to the huge success of these years residential, we plan to deliver one again next year with the same partners.

##### *General*

As part of on-going discussions amongst the trustees we intend on a thorough review of our staff development procedures and staff salaries.

To develop a presentation that tells the story of FST and who we support and the impact we have, that helps us to promote Future Skills to potential funders and donors.

With the addition to the Board of a fundraiser we will be working on a revamp of our grant funding strategy.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2018**

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#### **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

**INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES**

**For the year ended 31 August 2018**

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I report on the accounts of the charity for the year ended 31 August 2018 set out on pages 15 to 27.

**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).

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**INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES**

**For the year ended 31 August 2018**

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.../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 2018

	Notes	Unrestricted Funds 2018 £	Restricted Funds 2018 £	Total Funds 2018 £	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £
<b>INCOME FROM</b>							
Donations and legacies	2	11,806	6,615	18,421	24,732	29,235	53,967
Charitable activities							
PRU & Mentoring		47,718	-	47,718	39,180	-	39,180
Investments	3	25	-	25	25	-	25
Other		438	-	438	26	-	26
<b>TOTAL INCOME</b>		<b>59,987</b>	<b>6,615</b>	<b>66,602</b>	<b>63,963</b>	<b>29,235</b>	<b>93,198</b>
<b>EXPENDITURE ON:</b>							
Charitable activities							
PRU	4	28,874	-	28,874	27,995	283	28,278
Mentoring	4	12,023	-	12,023	14,650	72	14,722
Infuse		23,865	3,009	26,874	2,742	22,731	25,473
Battersea Lions	4	1,174	3,606	4,780	1,154	6,149	7,303
Summer Residential		-	-	-	212	-	212
		<b>65,936</b>	<b>6,615</b>	<b>72,551</b>	<b>46,753</b>	<b>29,235</b>	<b>75,988</b>
Raising funds	4	6,455	-	6,455	5,672	-	5,672
<b>TOTAL EXPENDITURE</b>		<b>72,391</b>	<b>6,615</b>	<b>79,006</b>	<b>52,425</b>	<b>29,235</b>	<b>81,660</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>(12,404)</b>	<b>-</b>	<b>(12,404)</b>	<b>11,538</b>	<b>-</b>	<b>11,538</b>
<b>RECONCILIATION OF FUNDS</b>							
TOTAL FUNDS AT SEPTEMBER 2017	1	15,976	-	15,976	4,438	-	4,438
<b>TOTAL FUNDS AT 31 AUGUST 2018</b>		<b>£ 3,572</b>	<b>£ Nil</b>	<b>£ 3,572</b>	<b>£ 15,976</b>	<b>£ Nil</b>	<b>£ 15,976</b>

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 2018

	Notes	£	2018 £	£	2017 £
<b>CURRENT ASSETS</b>					
Prepayments and other debtors	9	3,605		3,682	
Cash at bank and in hand		3,845		13,309	
		<u>7,450</u>		<u>16,991</u>	
<b>CREDITORS: amounts falling due within one year</b>	10	(3,878)		(1,015)	
<b>NET CURRENT ASSETS</b>			<b>3,572</b>		<b>15,976</b>
<b>NET ASSETS</b>		<u>£</u>	<u><b>3,572</b></u>	<u>£</u>	<u><b>15,976</b></u>
<b>FUNDS</b>					
Unrestricted funds:					
General fund	11		<b>3,572</b>		<b>15,976</b>
		<u>£</u>	<u><b>3,572</b></u>	<u>£</u>	<u><b>15,976</b></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 2018

	<b>2018</b>		<i>2017</i>	
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash flows from operating activities		<b>(12,404)</b>		<i>11,538</i>
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	<b>77</b>		<i>(2,008)</i>	
Increase/(decrease) in creditors	<b>2,863</b>		<i>(18,193)</i>	
		<b>2,940</b>		<i>(20,201)</i>
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<b>(9,464)</b>		<i>(8,663)</i>
Cash and cash equivalents at the beginning of the year		<b>13,309</b>		<i>21,972</i>
Cash and cash equivalents at the year end		<b>3,845</b>		<i>13,309</i>

**NOTES TO THE FINANCIAL STATEMENTS**

**For the year ended 31 August 2018**

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**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) issued on 16 July 2014, as updated on 2 February 2016 (SORP 2016), 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 2018**

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***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 2018

#### 2. DONATIONS AND LEGACIES

	Unrestricted Funds 2018 £	Restricted Funds 2018 £	Total Funds 2018 £	Total Funds 2017 £
Grant income				
- Leathersellers	-	-	-	2,500
- London Community Foundation	-	-	-	16,380
- London Borough of Wandsworth	-	-	-	16,000
	-	-	-	34,880
Donations, including gift aid	11,806	6,615	18,421	19,087
	<u>£ 11,806</u>	<u>£ 6,615</u>	<u>£ 18,421</u>	<u>£ 53,967</u>

#### 3. INVESTMENT INCOME

	2018 £	2017 £
Interest receivable from:		
Cash at bank	<u>£ 25</u>	<u>£ 25</u>

#### 4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2018 £	Total 2017 £
Charitable activities					
PRU	3,900	19,283	5,691	28,874	28,278
Mentoring	1,962	7,769	2,292	12,023	14,722
Infuse	1,404	19,667	5,803	26,874	25,473
Battersea Lions	3,396	1,069	315	4,780	7,303
Summer Residential	-	-	-	-	212
	<u>10,662</u>	<u>47,788</u>	<u>14,101</u>	<u>72,551</u>	<u>75,988</u>
Fundraising costs	7	4,979	1,469	6,455	5,672
Support & governance costs	<u>5,690</u>	<u>9,880</u>	<u>(15,570)</u>	<u>-</u>	<u>-</u>
	<u>£ 16,359</u>	<u>£ 62,647</u>	<u>£ Nil</u>	<u>£ 79,006</u>	<u>£ 81,660</u>

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2018

<i>Prior year</i>	<i>Direct costs</i> £	<i>Staff / consultant costs</i> £	<i>Support &amp; governance costs</i> £	<i>Total 2017</i> £
<i>Charitable activities</i>				
<i>PRU</i>	2,810	20,726	4,742	28,278
<i>Mentoring</i>	2,385	10,040	2,297	14,722
<i>Infuse</i>	1,330	19,648	4,495	25,473
<i>Battersea Lions</i>	5,779	1,240	284	7,303
<i>Summer Residential</i>	212	-	-	212
	<u>12,516</u>	<u>51,654</u>	<u>11,818</u>	<u>75,988</u>
<i>Fundraising costs</i>	2	4,614	1,056	5,672
<i>Support &amp; governance costs</i>	<u>3,387</u>	<u>9,487</u>	<u>(12,874)</u>	<u>-</u>
	<u>£ 15,905</u>	<u>£ 65,755</u>	<u>£ Nil</u>	<u>£ 81,660</u>

Of the total expenditure of £79,006 (2017 - £81,660), £65,936 (2017 - £46,753) was unrestricted expenditure, and £6,615 (2017 - £29,235) was restricted expenditure.

## 5. STAFF COSTS AND NUMBERS

	<b>Unrestricted Funds</b> <b>2018</b> £	<b>Restricted Funds</b> <b>2018</b> £	<b>Total Funds</b> <b>2018</b> £	<i>Total Funds</i> <i>2017</i> £
<b>Salary costs</b>				
Wages and salaries	55,702	3,396	59,098	60,764
Social security costs	1,280	-	1,280	1,485
	<u>56,982</u>	<u>3,396</u>	<u>60,378</u>	<u>62,249</u>
<b>Other staffing costs</b>				
Consultancy	2,057	210	2,267	3,505
	<u>£ 59,039</u>	<u>£ 3,606</u>	<u>£ 62,645</u>	<u>£ 65,754</u>

The average weekly number of staff on a head count basis was 4 (2017 - 4).

The total employee benefits of the key management personnel were £28,647 (2017 - £28,990).

## 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 (2017 - the same).

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2018

#### 7. RELATED PARTY TRANSACTIONS

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

#### 8. SUPPORT COSTS

	2018 £	2017 £
Governance costs:		
Independent Examiner's fee	600	600
Governance staff costs	4,781	4,626
	<b>5,381</b>	<b>5,226</b>
Food and meals	-	134
Dues and subscriptions	525	330
Premises hire	-	12
Travel	18	6
Insurance Expense	542	552
General office costs	320	419
Postage and Delivery	14	9
Printing and photocopying	167	13
Computer and Internet Expenses	575	8
Telephone	780	710
Staff DBS Check	102	63
Software	230	184
Staff training	26	-
Stationery	-	6
Staff meetings	17	-
Staff entertainment	272	196
Advertising/Promotional	83	145
Other Professional Services	330	-
Sundry expenses	1,089	-
Staff support costs	5,099	2,990
	<b>£ 15,570</b>	<b>£ 11,003</b>

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 2018

#### 9. DEBTORS

	2018 £	2017 £
<b>Due within one year</b>	<b>£</b>	<b>£</b>
Trade debtors	-	77
Accrued income	3,605	3,605
	<u>£ 3,605</u>	<u>£ 3,682</u>

#### 10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Accruals	600	600
Deferred grant income	2,800	-
Taxation and social security	391	415
Pension control	87	-
	<u>£ 3,878</u>	<u>£ 1,015</u>
<u>Deferred income</u>		
Amount deferred in the year	2,800	-
Balance at 31 August 2018	<u>£ 2,800</u>	<u>£ Nil</u>

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2018

#### 11. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
<b>RESTRICTED FUNDS</b>					
PRU & Mentoring	-	-	-	-	-
Battersea Lions	-	4,515	(4,515)	-	-
Infuse	-	2,100	(2,100)	-	-
	<u>£ Nil</u>	<u>£ 6,615</u>	<u>£ (6,615)</u>	<u>£ Nil</u>	<u>£ Nil</u>
<b>SUMMARY OF FUNDS</b>					
General Funds	15,976	59,987	(72,391)	-	3,572
Restricted Funds	-	6,615	(6,615)	-	-
	<u>£ 15,976</u>	<u>£ 66,602</u>	<u>£ (79,006)</u>	<u>£ Nil</u>	<u>£ 3,572</u>

#### 12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds £	General Funds £	£	£
Net current assets	-	3,572	-	3,572
	<u>£ Nil</u>	<u>£ 3,572</u>	<u>£ Nil</u>	<u>£ 3,572</u>