SURREY SATRO

England & Wales · Charity number 1040572

Details

Other names	SURREY SATRO, SURREY SATRO (SCIENCE AND TECHNOLOGY REGIONAL ORGANISATION)
Status	Registered
Legal form	Charitable company
Company number	02957349
Registered	1994-09-02
Register	View on the Charity Commission register

Contact

Address	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford GU2 7YG
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Website	www.satro.org.uk

Activities

Objects: THE COMPANY'S OBJECTS ("THE OBJECTS") ARE THE ADVANCEMENT OF EDUCATION, PRINCIPALLY BUT NOT EXCLUSIVELY IN THE COUNTY OF SURREY, IN PARTICULAR BUT NOT EXCLUSIVELY BY EDUCATING YOUNG PEOPLE IN SCIENCE, TECHNOLOGY AND BUSINESS PRACTICE, AND ASSOCIATED SKILLS.

Activities: STEMX AwardsDiscovery Science & Maths Primary programmeSTEMX Challenges and EventsMentoringMobile Construction Classrooms

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Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Disability, Arts/culture/heritage/science, Environment/conservation/heritage
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** PRINCIPALLY BUT NOT EXCLUSIVELY THE COUNTY OF SURREY
- Hampshire
- Oxfordshire
- Surrey
- West Berkshire
- West Sussex
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£867,452	£802,451	£471,968	20
2024-08-31	£778,032	£772,108	£406,967	19
2023-08-31	£604,187	£628,792	£401,043	17
2022-08-31	£658,909	£605,970	£425,648	17
2021-08-31	£683,884	£537,331	£372,709	14

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Trustees

Name	Role	Appointed
Alec Jeremy Sanderson		2018-02-20
David Rhys Leyshon		2020-03-17
Garry Bhela		2025-01-29
Miranda Shorrock		2024-11-18
Paula Paivand Gough		2017-10-11
Peter Garrett		2022-11-08
Russell Bond		2025-07-16
Shashikant Naranbhai Patel		2022-11-29
Toby Wyithe		2025-01-29

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SURREY SATRO

England & Wales - Charity number 1040572

Accounts



ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS 2024-25

SATRO

www.SATRO.org.uk
Charity Registration Number 1040572
Company Registration Number 02957349
(England and Wales)

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Welcome

From the Chairman

It gives me great pleasure to introduce the annual report for the 2024-25 academic year.

SATRO continued to thrive and grow through the provision of our ongoing services: Multi-School Events, Vocational Construction, STEM & Employability Workshops, Mentoring and Research Work Placements (RWP) There have been a number of additional events/activities as SATRO continues to change in response to the needs of our Region, these are outlined below.

The Board of Trustees, supported by our CEO and senior management team, has developed our new 3 Year Strategy.

In addition, there have been some changes to the Board and I would like to thank Sarah Flew and Oli Chun, who have retired as trustees for their support for and contribution to the work of SATRO over many years. I am also delighted that we have been joined by three new trustees, Garry Bhela, Russell Bond and Toby Wyithe. They all bring significant professional expertise, as well as a strong commitment to our mission, and the SATRO team is grateful for their advice, guidance and time.

SATRO would not be able to thrive and grow without your support, whether you are funders, volunteers, participating schools or SATRO staff and Trustees, I'd like to thank you all for your vital and continuing support.

Shash Patel
Chair of Trustees



Welcome

From the Chief Executive

This was my first full year as Chief Executive and I want to start by saying a huge thank you to the schools, companies, volunteers and colleagues who have helped to deliver so many inspiring and impactful experiences for the young people we work with.
As you will read in the following pages, 2024/25 was a very busy year, with successful multi-school events including STEMfest, CONSTRUCTIONfest and Girls into STEM. Our annual Problem Solving Challenge continued, now expanded to include a Primary School competition, and we were delighted to support Gulfstream with its first annual corporate challenge.

Our primary STEM workshops remain popular and, as well as being fun and interactive, help to create positive associations with STEM subjects. We were also able to increase the number of home-educated young people who benefited from workshops designed to support their learning.

This year's Research Work Placement Programme was our largest ever, with 92 students working on 25 projects. This popular programme would not be possible without the support and commitment from the companies and research teams who give their time to design and supervise these projects, and we are incredibly grateful to them.
We also launched our new Alumni Network, intended to help those who have been through our programmes make connections and develop networks which will support them into work. A huge than you to L&G for hosting the launch event.

There continued to be strong demand for our Vocational Construction Skills programme, which we were able to deliver in more schools. We were also pleased to see the impact the introduction of AQA Awards alongside the BTEC has had on student achievement, and the positive benefit on future opportunities for those students.

We took the opportunity of our 30th anniversary year to reflect on and refresh our vision and mission and adopt a new three-year strategy. The Trustees are pleased to share with you later in this report our plans for how we intend to fulfil our purpose. All of us at SATRO are excited by the potential of these new plans to create inspiring opportunities for the young people we want to help be better prepared for the world of work.

We were also particularly pleased to be invited to participate in research carried out by Surrey University on behalf of the High Sheriff of Surrey to better understand the reasons why young people become NEET (Not in Education, Employment or Training). We believe that SATRO has an important part to play in creating solutions which help to prevent young people from becoming NEET, and we look forward to continuing to support this work.
Thank you to everyone who has supported SATRO over the past year, we all look forward to continuing to work with you.

Andrew Whitby-Collins
Chief Executive

Objectives and Activities

SATRO is an education and skills charity with a reach across Surrey, Hampshire, Berkshire and South-West London.

We work in all educational settings, partnering with employers to inspire and raise the aspirations of students of all abilities and backgrounds, and give them opportunities to develop the skills and confidence they will need to be ready for the world of work.
STEM, in its broadest sense, is at the heart of what we do. Our partnerships reflect the wide diversity of sectors, and jobs available, and our activities seek to inspire students' ambitions in those industries and, especially at primary school, a love of STEM subjects.

Our activities are centred around two main themes:

Skills, Confidence and Aspiration:

In-school skills workshops, multi-school challenges and events, research projects and mentoring partnerships which challenge perceptions, raise aspirations, increase confidence and prepare students for their next steps in education, training or employment.

Vocational Pathways:

Delivering AQA and BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.

All areas of our work directly involve employers in the development of real-world experiences and career understanding, including the involvement of staff as volunteers in delivery.
We support students of all abilities and are particularly keen to ensure that young people who lack access to opportunities to be inspired and develop the key skills they will need, and those at risk of becoming NEET (Not in Education, Employment or Training), are able to benefit from our programmes.

Charitable Objectives set out in the Memorandum and Articles:
The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit
The Trustees have complied with their duty to have due regard to the Charity Commission's guidance on public benefit.

Our Vision and Strategy

We took the opportunity of our 30th anniversary year to look ahead to the future of SATRO and refresh our vision and mission.

Our Vision

That all young people have opportunities to explore their potential and develop skills and confidence to pursue fulfilling careers.

Our Mission

To raise the aspirations of young people for their future, and through engagement with inspirational people from a wide range of businesses, particularly STEM, help them develop the skills and confidence needed to be work ready.

Our Strategy 2025 -28

Key to being able to fulfil our mission are our relationships with schools, volunteers and businesses, without whom we could not improve outcomes for the young people we work with.

A central focus of our efforts over the next few years will be to deepen and strengthen those relationships to improve outcomes and deliver greater impact through our activities. We want to reinforce our place as a trusted partner in raising young people's aspirations, and supporting companies to influence the acquisition and development of key skills which will better prepare their future talent for the world of work.

Future Plans

Our educational and business partnerships are central to the following ways in which we want to see SATRO develop:

SATRO Steps

We will develop our Skills, Confidence and Aspiration offer into a comprehensive programme that progressively develops, from year 7 through to year 11, essential life and employability skills, knowledge and careers awareness.

Participating students will be better able, and feel more confident, to take key decisions about their future, and be on the way to being work ready. Steps will also help schools deliver against the Gatsby benchmarks and meet the requirements of the CEC modern work experience model.

We want to grow that to support more schools and in time extend it to include year 6.

Our own education space

SATRO will set up and operate from a new workshop space in Guildford (in one of the most deprived wards in Surrey as assessed by the Index of Multiple Deprivation). This will enable us to move beyond education settings to work with young people most in need of support.
We will be able to support schools without the numbers to engage us to deliver on site, as well as schools and statutory authorities in need of educational options for, in particular, disengaged students, those with special educational needs, looked after children, those in the youth justice system and others at greater risk of becoming NEET.

Vocational Skills

We will expand our existing construction skills programme into a wider vocational skills programme to include Level 1 vocational stage & screen technical skills and Level 2 construction skills, with the potential for further development if need is identified. As well as helping us to increase the reach of our programmes to support those at risk of becoming NEET, we hope to increase the number of girls on our vocational skills programmes.

Collaborating on efforts to support those at Risk of NEET

We will continue to contribute to the community of practice established in response to the Unseen Surrey report commissioned by the High Sherrif. We will collaborate on the development of programmes targeted at preventing young people becoming NEET, which will build on our expertise in mentoring and utilise our new education space.

Increasing our engagement with girls

We will seek new partners to help us expand our Girls Into STEM event, with aim of holding more across Surrey, and in so doing raise the profile of more businesses by giving them opportunities to engage with and inspire future talent.
We will also introduce a new vocational skills programme which we hope will have greater appeal to girls.

SATRO Alumni Network

We will establish a network for students and businesses with a programme of activities (events, webinars, masterclasses) which help our alumni network continue to develop skills and make connections that will help them enter the workforce. This will be open to all students who have participated in a SATRO programme, including Research Work Placements and Vocational Skills.

We believe that this will also help build and strengthen relationships with corporate partners who we want to help engage with future talent, and who we hope will support by hosting events or webinars.

Increase the number of volunteers

We will grow our network of volunteers to support the growth of our programmes and create more opportunities for young people to be inspired about potential future careers. We will also support businesses to develop their staff, reach out into the community and engage with young people by providing opportunities to share their stories, engage through hands-on workshops, challenges and activities and inspire the future workforce.

Supporting Careers Leads

We will continue to develop our relationships with Careers Leads by establishing a regular forum for feedback and sharing advice. This will help us to better understand how we can develop our programmes to meet their objectives and improve student outcomes.

Achievments and Performance

Skills, Confidence and Aspiration

Primary Programme

We delivered 91 workshops to schools across Surrey and the surrounding counties, including The Science of Health, CSI Goldilocks, Coding, Forces and Magnets, and Electricity. Thanks to some funding from Guildford Poyle Charities we were able to deliver workshops in a number of schools in areas of high need. This has helped us either start or develop positive relationships with those schools and delivery will continue into the 2025-2026 academic year.

Thanks to the support of the Rees Jeffreys Road Fund we were able to develop a new rural roads workshop with a focus on improving road safety and awareness in rural areas as well as sustainability. We delivered this hands-on, interactive workshop in three primary schools, reaching 193 students.

We also continued to deliver bespoke programmes in a number of SEND schools, with a focus on Coding and Animation.



Our Primary Problem Solving Challenge has continued to grow and develop, with 138 students across three heats participating this academic year, along with a final at Guildford College. The students were challenged to create a marble run which lasted as close to 10 seconds as possible. After a hotly fought contest the results were:

- 1st Place- West Ashtead Primary
- 2nd Place- Guildford High School Prep
- 3rd Place (Jointly)- The Greville Primary and Merrow Junior

Home Educated Young People

Our events for home educated students continued this year, with 165 students joining us across 3 events at Brooklands Museum.



The students participated in activities ranging from decoding secret messages, creating model molecules and building and coding vehicles. They were also invited to watch demonstrations of chemistry practical work, such as 'elephant's toothpaste'.

These events are designed as drop in sessions to introduce home educated students to a variety of science topics, across all areas of science and STEM careers. They are inclusive events, which aim to help and support young people with high levels of anxiety in educational settings.

Feedback from parents on these events has been extremely positive. They have said that there are no other similar events in the local area, and that they "inspired and created opportunities to work together and converse" and "all the activities were very engaging with a wide range, something for everyone".



Secondary Programme

Employability Workshops

These interactive virtual workshops bring students into contact with volunteers from business to learn about the different roles available, explore with them their career pathways and gain an understanding of the skills and qualifications they need to follow their own routes to work.

They have continued to grow in popularity and will be incorporated into the Steps pilots which will start in 25/26. The workshops were originally developed in partnership with L&G and have proved to be very successful both with students but also within L&G for staff engagement.

After the initial roll-out they have been revised to place more emphasis on skills and now incorporate more time for students to reflect on their own skills. They will now be made available to other companies and to the wider volunteer network which will allow for variety and flexibility for different cohorts of students.



From a teacher after a workshop:

"It was a really enjoyable and interesting morning where students learned about the many different jobs available in this huge company. But crucially, it gave them the opportunity to try their hand at the key skills of researching, communicating and presenting. Well done to all those Year 9 students who took part and impressed our hosts with the focus and effort they brought to this challenge."

Mentoring

Mentoring improves student confidence and employability skills awareness. Very often improvements in academic performance follow.

Our successful mentoring programmes continued in Broadwater School, Bohunt Farnborough and Cobham Free School, and we started a new programme at Applemore College. We are very grateful for the support we receive from AB CarVal, BMW, HEON and Synamedia who provide mentors and help make this programme possible.

Our mentors provided almost 600 hours of support for the students who were almost all attracting pupil premium and who were felt to be at the risk of disengaging – often because of poor self-confidence or a lack of support from other directions.





One mentor said:

“It's often said that both the mentor and the mentee benefit from the relationship, and this was very much the case in my experience. Working with my student over 2 years gave us the opportunity to build a relationship based on mutual trust, and it was incredibly rewarding to watch them grow, and develop, and build a plan for their future. It can be challenging at times, but those are the times that make the breakthroughs all the more valuable.”

STEMfest

Another successful SATRO STEMfest took place in March, continuing its tradition as a flagship annual showcase of STEM opportunities for young people.

This year’s event brought together 21 schools and 252 students, who participated in three dynamic sessions packed with innovative and engaging STEM activities. These sessions were delivered by 20 leading companies, offering students a diverse insight into STEM careers across a wide range of disciplines.

Students experienced a full day of hands-on learning, including:

- Four 15-minute interactive stands
- Two 30-minute workshops
- A one-hour gaming workshop delivered by ACM, introducing the creative process behind game development and the integration of its various elements.

The event concluded with an inspiring keynote from Dr Juliet Jones of NatureMetrics, who shared insights into the cutting-edge work her company undertakes and her own career journey within STEM.

SATRO STEMfest continues to be a fantastic opportunity to collaborate with industry partners and deliver an inspiring, engaging, and fun experience that helps young people envision themselves in a wide range of STEM careers.



Problem Solving Challenge

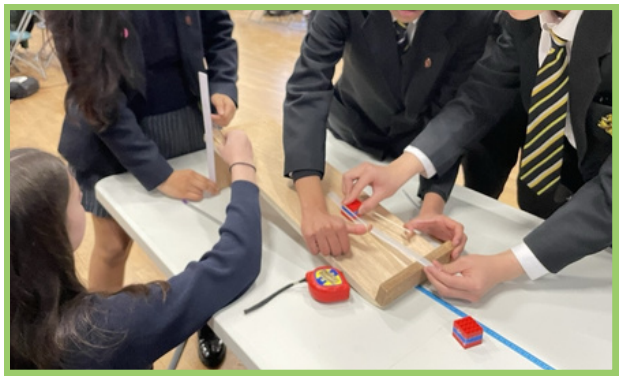
Our 2025 Problem Solving Challenge was again kindly supported by Air Products. This annual event is designed to equip students with essential future-ready skills through hands-on engineering tasks. It fosters creativity by encouraging students to develop and refine ideas using the engineering cycle, while also building resilience and adaptability under strict time constraints.

This year 582 students from 40 schools competed across five heats to design, make and test a solution to a set problem using only the materials provided. The winning teams from each key stage at each heat progress to the final. Congratulations to this year's winners:

Key Stage 3 – St Bede's School
Key Stage 4 – Claremont Fan Court School
Key Stage 5 – Godalming College

This year, we introduced a new pre-challenge initiative to provide practice problems and additional support from Fluor engineers.

The Challenge wouldn't be possible without the volunteers from STEM industries who play a vital role by supporting students, ensuring compliance with competition rules, and judging the finished products. They consistently report the experience as highly rewarding, offering a unique opportunity to witness creativity under pressure and inspire the next generation of problem-solvers. To all of you we say a huge thank you.



Corporate Challenges

We were delighted to add to our programme of corporate challenges by collaborating with Gulfstream to deliver the inaugural Gulfstream School Innovation Challenge at Gulfstream's Farnborough facility in April 2025.

This innovative event provided 84 students from seven schools with a unique opportunity to engage in a real-world aviation engineering challenge designed by Gulfstream's apprentice team. The day comprised a design consultation and advice phase, followed by construction and testing, culminating in team presentations to a panel of Gulfstream professionals.

Feedback from participants demonstrated significant impact: all students reported that they found the challenge enjoyable, gained a better understanding of Gulfstream and the range of job roles available and had reinforced, or developed a greater interest in pursuing STEM careers. They also felt they had enhanced key employability skills such as teamwork, problem solving, and time management.

This initiative highlights the value of industry-led engagement in inspiring the next generation of engineers and strengthening pathways between education and employment.

Post-16 Programme

Research Work Placements

Our Research Work Placement programme is an opportunity for year 12 students to gain experience of working with a business or academic team on a short research project that is relevant to both the student's studies or future plans and the supervising organisations' objectives.

We are delighted that 2024/25 has been the largest programme so far, with 92 students completing projects chosen from 25 diverse possibilities covering AI, sustainability, methane reduction and marketing as well as physics, chemistry, engineering & many more. We also welcomed four new providers to the programme.

92	17	25
Students	Companies & Academic Teams	Research Projects

Thanks to the increasing popularity of the programme, due to students' desire to get first hand experience in the world of work, this year we introduced a two fold application process with the students asked to submit a video to support their application. This had the added benefit of helping to better match students to projects.

As well as a wide range of research areas, students benefit from site visits, expert advice and guidance. This year all the students were offered support with workshops on referencing and scientific posters, and many took up the opportunity of virtual practice interviews as well.

Some projects are undertaken individually and some in groups, and results are presented in a variety of ways including films, papers, scientific posters and presentations. The presentations this year were made to industry experts, companies and even a representative from the Department of Energy Security and Net Zero.

Projects qualify for the Crest Gold Award, which furthers students' university applications. The programme culminated in a celebration evening where students showcased their projects, met other participants and networked with representatives from the supporting companies. We are very grateful to British Land and LGC Group for letting us use the fantastic Priestley Building on Surrey Research Park and giving us tours of their new labs.

Feedback from students and providers alike has demonstrated the positive impact:

"*David and the team were supportive and approachable throughout, offering clear guidance and feedback that helped me develop my project to a high standard.*" **ANS Student**

"I really enjoyed working on this project and found the experience to be both engaging and insightful. It has also given me a deeper understanding of how research can be applied in practice." **Thakeham Student**

"The program, gives a great platform to the students. Your organisation's goal and activities are really touching many lives." **KBC Global**

"*Our employee's coaching skills really paid off - the change between the first meeting I sat in on and yesterday for both students was simply transformational. Success all round!*" **Molecular Medical**

The students were all invited to join our Alumni network.

Alumni Network

We launched our new Alumni Network in June, kindly hosted by L&G in their London office.



The network has been created to help our alumni continue to develop skills and make connections that will help them enter the workforce. It will be open to all students who have participated in a SATRO programme, including Research Work Placements, Problem Solving Challenges and Vocational Skills. We believe that this will also help build and strengthen relationships with corporate partners who we want to help engage with future talent.
The launch event involved a master class for alumni, followed by networking for which we were joined by a number of our corporate partners and RWP providers. As a result of the networking four students attended company insight days during their university break, and another found work during the summer holidays.

As the Network gets up and running, we have been gathering data from alumni to see how we can properly support them as they take their next steps. The interest from our students has been very encouraging and we look forward to growing the Network and reaching more of our students over the next few years. We already have webinars, a LinkedIn group and in person events planned for 2025-26.



Emma, a student at Godalming College and member of the winning Key Stage 5 team in this year's Problem Solving Challenge took up the opportunity to join the Alumni Network from the start. She attended the Alumni Launch and went on to take part in the Research Work Placement programme on a project designed by Future Biogas, which also gave her the opportunity for in person visits to their laboratories.

This gave her the opportunity to attend our annual RWP showcase, present her work and network with other participants and employers. Emma is now a member of our alumni network, joining our LinkedIn group and attending online and in-person events.

"*I have really appreciated all the opportunities SATRO have provided me with since I first took part in their Problem Solving Challenge.*
"*Attending the networking event in London gave me the chance to talk to businesses and other students, building my confidence in a corporate environment - something that you can't learn in the classroom! I was also incredibly grateful to be offered a Research Work Placement with a local company, as this gave me a unique experience to put on my Personal Statement when applying to university, as well as lab-based and communication skills that I can apply to my future career.*" Emma

Vocational Pathways

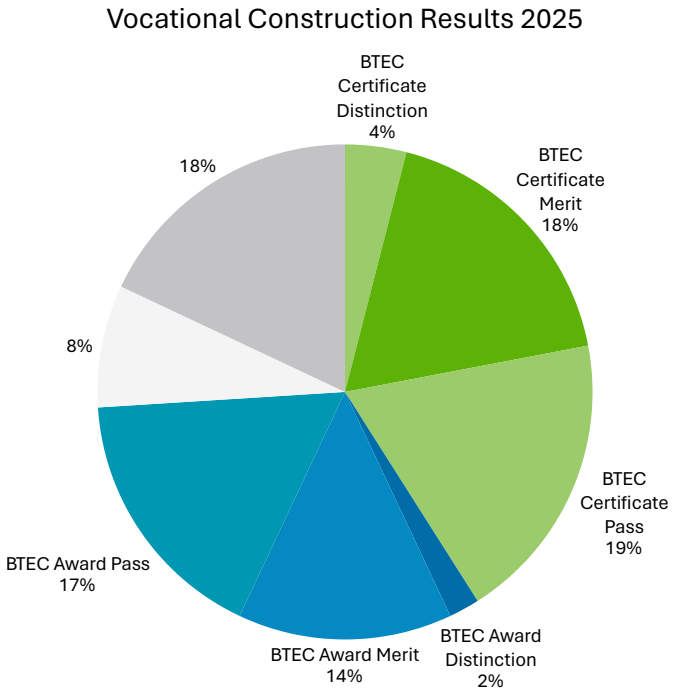
Vocational Construction Skills

The SATRO vocational construction skills programme is a weekly 2-hour session in years 10 and 11 (the GCSE years) during which students develop skills in carpentry, plumbing and electrics as well as modules on planning for next steps and being organised. There is also an additional module, minor repairs in the home, which can be added to the course where appropriate.

Participating students work towards either a BTEC Level 1 Award (if only studying for one year) or Certificate (the two-year course) or for some students, particularly those in SEN settings or with low attendance they are able to gain recognition of their achievements with AQA Unit Awards. A SATRO construction tutor goes to the school with all the tools and materials needed for the session and is supported by a school teaching assistant.
The SATRO Education Lead is responsible for ensuring quality control and that the standard of all assessments is verified. The team is also supported by a programme manager who is responsible for the administration of the programme including tutor support, qualification management and school liaison.

Results

This year we have delivered vocational construction skills to a total of 435 students, of whom 243 completed a qualification, either a BTEC Level 1 Certificate, a BTEC Level 1 Award, or an AQA Unit Award. The rest will continue on to the next year.
The introduction of AQA Unit Awards has continued to be popular and has been incredibly beneficial, especially for SEN students. This year 44 students achieved AQA Unit Awards, ranging from one Award to eight students who got 11 Unit Awards each.



We have also introduced new certificates of achievement for year 10 students at the end of their first year of the course, which have proved very popular. This is to recognise their achievements and the modules they have completed, as formal recognition of their success from BTEC does not come until the end of the course and we wanted to encourage them at the mid-way point.



School Feedback and Case Studies

We gather feedback from schools and are pleased to share a selection of comments about the benefits and impact of the Vocational Construction Skills programme:

"*Students have engaged and interacted well in course. Many have cited it as their favourite part of the school day'*.

"The impact on the students has always been positive. They have gained an understanding about construction, not just the practical side but the theory that goes with it (costing, safety regulations, how to earn a living). The tutor delivers a great lesson where he helps them to understand the construction industry demonstrating the positive and effective ways of communication'.

"Some of the often-disengaged students come and settle in and enjoy the lesson and are happy they achieve something tangible and have great pride when take their work home.
"Of the six students, three plan apprenticeships, two plan to complete college course and one is yet to choose. This shows that for many of the students this has been a direct avenue to their further educational and career progression."

"This course is coursework focussed and has therefore kept our disaffected students engaged and given them an opportunity to achieve. Students take ownership of their work and build on their carpentry skills. They can contribute ideas towards the design of their project, and they can take their work home. This is something that has been highly popular as it encourages them to take pride in their work and have something positive to take home. It has been lovely to see photographs of the students work at their home.
"One student relentlessly contacted local companies, seeking an apprenticeship in electrics. The company were so impressed with his portfolio of work from the construction course that they hired him as soon as he left school after his GCSEs. They usually only take apprenticeships at the age of 18 years".



From an SEN School:

"Most importantly for students at [our school], they will have developed a sense of resilience which supports their self-esteem. Within [school], learners' experiences are structured around success and therefore learners struggle with their resilience once they transition into college. SATRO courses support learners to understand that their work can be taken apart and re-done, in a safe supported environment. This supports them in understanding that they can have faith in their own ability outside of the [school] environment.

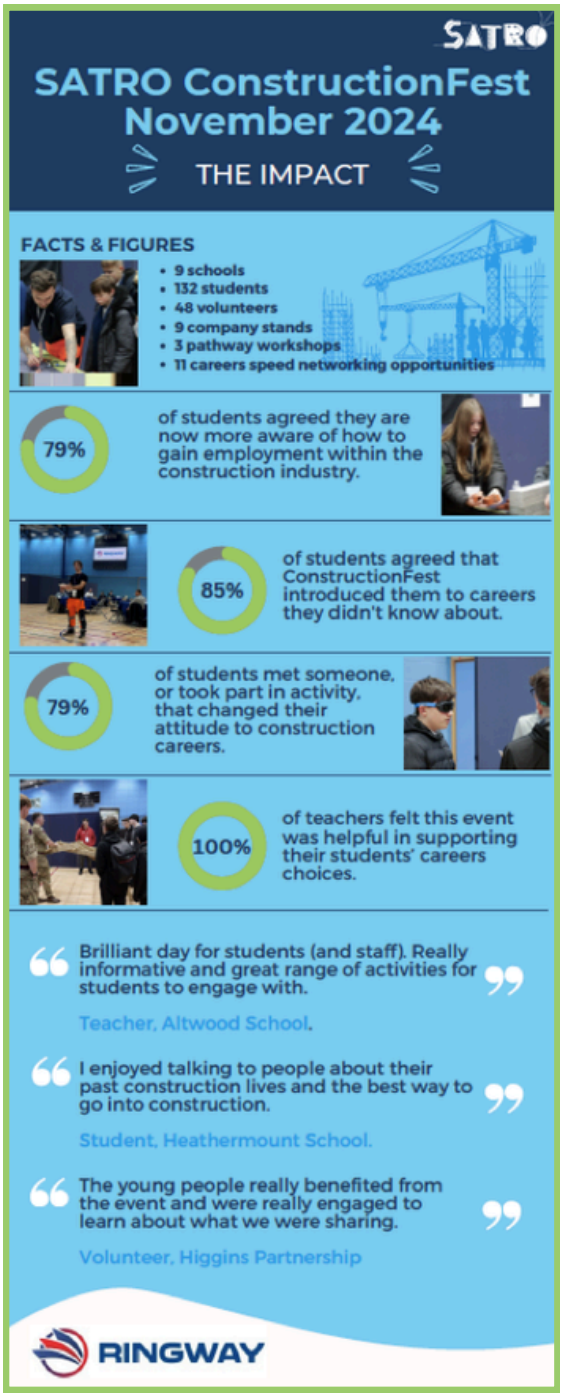
"ConstructionFest has been invaluable to learners in understanding what careers are open to our young people, and the fact that some of the presenters have had difficulties within formal learning as well and yet been successful.

"Finally, Kev, our instructor has had an incredible impact on learners. By giving them the opportunity to be taught by someone external to the school, who understands and supports their needs, helps the learners social skills and being able to trust a wider range of people. SATRO supports some of our learners within their chosen career paths and supports them in moving onto their college course."

CONSTRUCTIONfest

ConstructionFest has become a firmly established part of the academic year. The purpose of the day is to introduce students to a range of companies in the construction sector, take them through the different pathways they could take to get into the construction industry, practice some valuable team-building skills and network with a variety of companies and tradespeople from across the industry.

The day contains pathway workshops, which this year were led by Activate Learning, Ringway and the Army, company stands with a short, hands-on activity, which this year included Balfour Beatty, Bam, Beard, Niblock, Thakeham and Uvex, and careers speed-networking, for which we were joined by AtkinsRealis and Higgins amongst others. The day also helps the schools to meet Gatsby benchmarks, a framework that sets out what careers provision in education should look like, which schools are required to use. In particular the day helps meet benchmark 2: 'Learning from careers and labour market information' and benchmark 5: 'Encounters with employers and employees' and benchmark 7: 'Encounters with further and higher education'.



Level 2 BTEC

We have begun the development of a BTEC Level 2 course thanks the generous support of the Shanly Foundation, enabling our Education Lead and construction tutors to develop the syllabus and work with schools to discuss the feasibility of running the course. Two schools have agreed in principle to pilot the Level 2 course, which, given the lead time needed, will begin in the 26/27 academic year.

Built Environment Festival (BEfest)

Plans for this new festival, targeted at students studying higher level qualifications with a focus on careers in the built environment sector, including surveying, architecture, and environmental mapping have also progressed well. The first festival took place on 9 October 2025.

During the year under review we designed the event, identified suitable companies to participate, and made new contacts where necessary. We also produced explanatory material and signed up companies and schools to take part.



Volunteers

Volunteers are the lifeblood of SATRO and essential to our ability to engage and inspire young people, raise their aspirations and help them develop the skills and confidence they need.

We recognise the importance of developing and maintaining our relationships with volunteers and with volunteer coordinators in many of the companies we work with. To that end we have introduced new recruitment and onboarding processes to help us better understand each person's interest in volunteering, what they are hoping to bring to and get out of the experience and where they can make the greatest impact.

We have also improved our resources to help volunteers understand what is expected of them in each of our activities, as well as the regularity of our communications and the sharing of opportunities to get involved. One of our industry volunteers shared his experience:

"SATRO has been instrumental in providing students an insight into the challenges they will face in a working environment and helps in terms of early stage career thinking. From a volunteer perspective, it is satisfying to give something back as students begin to shape the life ahead of them. SATRO really delivers on the day in engaging all, and the challenges are well thought through, and you sense each school appreciates what value SATRO brings and there is a good working relationship."

Structure, Governance and Management

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by its Memorandum and Articles of Association and governed by the Board of Trustees, who are also the directors for the purposes of company law. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown on the legal and administration page.
Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the charity's Memorandum and Articles of Association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or our network of supporters; the Chairman is tasked with ensuring that we have a diverse set of candidates. They are initially offered the opportunity to observe a Board meeting and are interviewed by the Chairman and CEO. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. They are required to have an enhanced DBS check.

Trustees have a five-point training/awareness plan which has been developed to ensure all Trustees reach a base level of knowledge of SATRO's objectives, governance, and operations. In addition, a "special interests" document is maintained outlining each Trustee's areas of expertise and SATRO's expectations of them.

Trustees participate in SATRO's school activities in a number of ways, including as judges of our popular Problem Solving Challenge, volunteering as advisers and negotiators in our Business & Enterprise Challenge, in our Career Speed Networking, or supporting our Research Work Placement programme.

All Trustees are required to provide information on potential conflicts of interests and related parties. A Code of Conduct is in place to manage any potential conflicts.
The Board ensures that the charity operates in compliance with all relevant UK legislation and regulations. We have initiated an annual governance audit and monitor performance and put in place measures to ensure improvement. The Board's work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance against it. Matters reserved for the Board are set out clearly and include the appointment of a CEO who is responsible for the day to day running of the organisation.

The Board has appointed three standing committees of Trustees:

- Finance Committee – reviews financial and operational performance, external audit reports and advises the Board on matters of internal control and financial governance. Chaired by Pete Garrett
- Risk Committee – reviews and updates the risk register and associated policies and procedures and to make recommendations to the Board. Chaired by Shash Patel
- Staffing Committee – reviews staffing policies, staff salaries and HR issues. Chaired by David Leyshon

Risk Management and Mitigation

The charity maintains a register of identified risks which is updated as necessary and reviewed on a six-monthly basis by the Risk Committee, which reports to the Board at each subsequent meeting of the Trustees.

The Trustees consider the main risks to the charity, and the steps taken to mitigate them are:

Risk	Steps Taken to Mitigate
Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity, which is affected by pressure on school budgets that is expected to continue despite the change of government.	Ongoing programme of quality assurance and innovation helps to cement our reputation and maintain strong demand for our services. We have increased resources for fundraising with plans to diversify income streams further to reduce risk.
Impact of the loss or long-term absence of staff, given the small team and staff profile, on programme delivery and charity management.	Improved staff training to enable tutors to cover for each other in the result of absence. Development of succession planning as part of objective and training needs review cycle. Introduction of staff well-being measures.
A failure of financial control which leads to fraud or of unauthorised expenditure and the consequences for financial viability and reputational risk.	Income and expenditure are regularly monitored monthly management accounts and quarterly FinCom meetings. Sign off procedures in place for expenditure and dual authorisation of bank payments required.
A failure of cyber security	Monitored by third party IT contactor, virus software is kept up to date. Multi-Factor Authentication is in place as well as regular training to raise awareness of risk of cyber phishing attacks
A Safeguarding incident which affects the reputation of a key individual or the charity.	Regular safeguarding training for all staff, trustees and volunteers fulfilling certain roles. We follow safeguarding protocols of the schools we work in.
Loss of volunteers and/or inability to recruit sufficient volunteers to replace natural attrition.	Regular communication with volunteers with additional time allocated to engagement, training and recruitment and retention activities.

Employees

SATRO is fortunate to have a dedicated and passionate team of people who are committed to helping the charity achieve its aims and impact the lives of the young people we work with. They regularly go above and beyond and we wish to express our gratitude for their contribution to the outcomes we have been able to achieve over the past year.

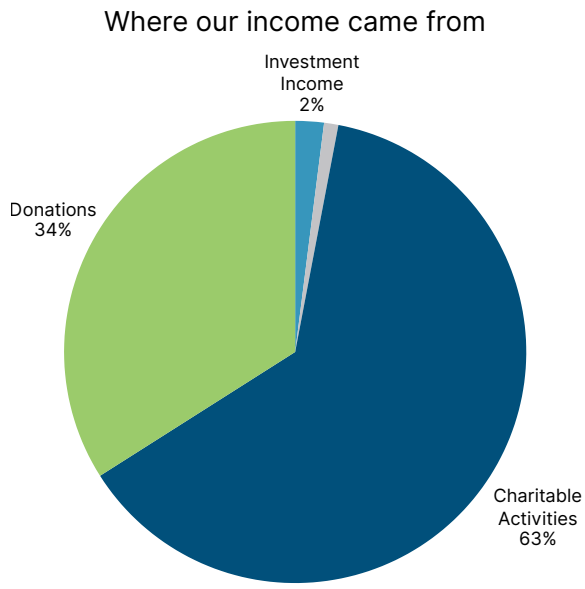
SATRO had no employees receiving in excess of £60,000 p.a. in 2024/25. The CEO is not a Trustee and does not have the responsibilities of a statutory director.

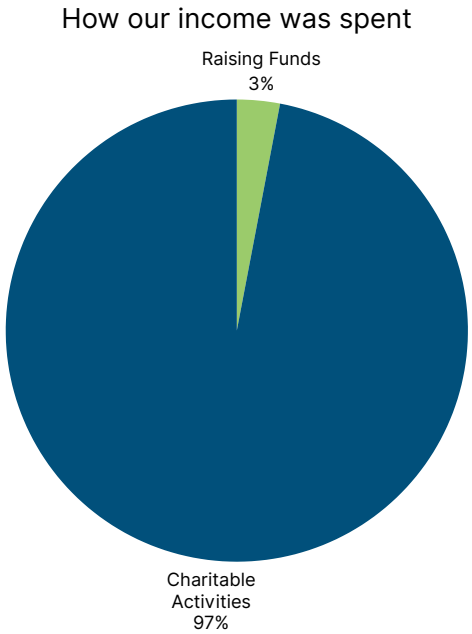
Financial Review

This year saw a £65,001 surplus (2024: £5,924 surplus) with income of £867,452 (2024: £778,032), an increase of 11% and expenditure of £802,451 (2024: £772,108) an increase of 4%. We continue to believe that diversity of income sources is the best way to provide a stable base for the Charity's growth. Our long-term plans anticipate an increase in our operational activity, which will require a commensurate increase in our reserves. As this will need to come from surpluses we will use some of this year's surplus for that purpose and some to fund the planned deficit of expenditure over income in 25/26.

We are mindful of the continued pressures on school budgets and we intend to recruit a new Business Development Manager in the 25/26 year to help realise our strategic ambitions and minimise the cost of our services to schools.

The need for investment in our plans for the future as outlined earlier in this report means that the Trustees anticipate that in 2025/26 there will be a small deficit as it is forecast that expenditure will exceed income.





Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the charity's principal banker and in short- to medium-term fixed term interest bearing accounts with banks up to the threshold for protection under the Financial Services Compensation Scheme. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

The Reserves Policy is based on a detailed assessment of the operations and financial risks of SATRO, including assessment of the reliability of future funding sources, the cost base and any financial commitments. The Trustees take into account the need:

- to ensure continuity in completing educational commitments, including BTEC qualifications, for students, which SATRO would be required to cover in the event of a decline in activity levels and/or funding shortfall.

- to set reserves at a level which allows for sufficient funding to manage the organisation in an orderly manner through any short-to-medium term operating difficulties or to effect an orderly winding up.

Taking those factors into account, as well as rising costs of staffing, materials and overheads including utilities, and based on our financial plan for 2025/26 the Trustees have concluded that the charity needs to maintain free unrestricted reserves (general reserves less funds not readily available for spending e.g. fixed assets) of £386,000. The policy is subject to annual review and effective interim monitoring of the financial situation.
Overall, the free reserves at the year-end were £471,968.

Going Concern

The Trustees recognise that the coming years will be difficult for funding but are reassured by the income from services which continues to be strong due to the need from schools. We continue to place importance on reducing operating costs and diversifying our income to ensure our long-term viability. We aim to maintain our reputation for quality and high impact outcomes of our programme whilst continuing our commitment to innovation and growing and strengthening our relationships. We will continue to invest in the future whilst continuing our tight management of income and costs. The Trustees will continue to regularly review financial forecasts against the budget to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

The Trustees' report was approved by the Board of Trustees on 28th January 2026.

Mr S N Patel (Chairman)
Trustee

Legal and Administrative Information

Trustees	Mr S N Patel (Chairman)	
	Mr P Garrett	
	Mr D R Leyshon	
	Ms P P Gough	
	Mr A J Sanderson	
	Ms M E J Shorrock	(Appointed 18 November 2024)
	Mr T Wyithe	(Appointed 29 January 2025)
	Mr G Bhela	(Appointed 29 January 2025)
	Mr R Bond	(Appointed 16 July 2025)
	Mr O Chun	(Retired 21 October 2024)
	Dr S E J Flew	(Retired 29 January 2025)
Chief Executive Officer	Mr A Whitby-Collins	
Charity number	1040572	
Company number	02957349	
Registered office	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford Surrey United Kingdom GU2 7YG	
Independent Examiner	Debra Saunders FCA Azets Audit Services Ashcombe Court Woolsack Way Godalming United Kingdom GU7 1LQ	

Independent Examiners Report

To the Trustees of Surrey SATRO

I report to the trustees on my examination of the financial statements of Surrey SATRO (the charity) for the year ended 31 August 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed. in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the

Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Debra Saunders FCA
Azets Audit Services
Ashcombe Court, Woolsack Way
Godalming, Surrey
GU7 1LQ

3rd February 2026

Statement of Financial Activities

Including Income and Expenditure Account

For the Year Ended August 31st 2025

Current financial year

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies	2	93,171	201,303	294,474	277,606
Charitable activities	3	543,819	-	543,819	493,592
Investments	4	16,200	-	16,200	6,834
Other income	5	12,959	-	12,959	-
Total income		666,149	201,303	867,452	778,032
Expenditure on:					
Raising funds	6	24,835	-	24,835	36,670
Charitable activities	7	566,399	211,217	777,616	735,438
Total expenditure		591,234	211,217	802,451	772,108
Net incoming/(outgoing) resources before transfers		74,915	(9,914)	65,001	5,924
Gross transfers between funds		(9,914)	9,914	-	-
Net income for the year/ Net movement in funds		65,001	-	65,001	5,924
Fund balances at 1 September 2024		406,967	-	406,967	401,043
Fund balances at 31 August 2025		471,968	-	471,968	406,967

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006

Statement of Financial Activities

Including Income and Expenditure Account

For The Year Ended August 31st 2025

Prior financial year

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:				
Donations and legacies	2	593	277,013	277,606
Charitable activities	3	493,592	-	493,592
Investments	4	6,834	-	6,834
Total income		501,019	277,013	778,032
Expenditure on:				
Raising funds	6	36,670	-	36,670
Charitable activities	7	436,675	298,763	735,438
Total expenditure		473,345	298,763	772,108
Net incoming/(outgoing) resources before transfers		27,674	(21,750)	5,924
Net income for the year/ Net movement in funds		27,674	(21,750)	5,924
Fund balances at 1 September 2023		379,293	21,750	401,043
Fund balances at 31 August 2024		406,967	-	406,967

Balance Sheet

As At August 31st 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**14**		31,374		45,304
Current assets					
Debtors	**15**	21,915		16,156	
Cash at bank and in hand		540,942		483,500	
		562,857		499,656	
Creditors: amounts falling due within one year	**16**	(122,263)		(137,993)	
Net current assets			440,594		361,663
Total assets less current liabilities			471,968		406,967
The funds of the charity					
Unrestricted funds	**20**		471,968		406,967
			471,968		406,967

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2025.
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006
with respect to accounting records and the preparation of financial statements.
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.
These financial statements have been prepared in accordance with the provisions applicable to companies subject
to the small companies regime.

The financial statements were approved by the trustees on 28 January 2026.

Mr S N Patel (Chairman)
Trustee

Company registration number 02957349 (England and Wales)

Cash Flow

For The Year Ended August 31st 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from operations	**25**		41,242		81,716
Investing activities					
Investment income received		16,200		6,834	
Net cash generated from investing activities			16,200		6,834
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			57,442		88,550
Cash and cash equivalents at beginning of year			483,500		394,950
Cash and cash equivalents at end of year			540,942		483,500

Notes to the Financial Statements

For The Year Ended August 31st 2025

1 Accounting policies

Charity information

Surrey SATRO is a private company limited by guarantee incorporated in England and Wales. The registered office is Surrey Technology Centre, 40 Occam Road, Surrey Research Park, Guildford, Surrey, GU2 7YG, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102. The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, the outflow of
funds is probable, and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading to aggregate similar costs to that category. All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis which reflects the use of the resources. Where costs cannot be directly attributed to particular activity, for example, support and governance costs, these have been allocated on a 67% : 33% split between Construction and STEM & Employability within charitable activities. The charity has reviewed their activities and, based on the use of resources, has ascertained that this allocation between Construction and STEM & Employability is an accurate reflection of the charity's affairs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.
Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Fixtures and fittings 25% reducing balance
- Motor vehicles 25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Capitalisation policy
Fixed assets purchased above the limit of £2,000 are capitalised.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

Notes to the Financial Statements (continued)
For The Year Ended August 31st 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	93,171	201,303	294,474	593	277,013	277,606

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from schools and colleges	528,036	474,306
Sales of services by beneficiaries	15,783	19,286
	543,819	493,592

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	16,200	6,834

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Insurance income	12,959	-

6 Raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Staff costs	22,751	36,454
Support costs	2,084	216
	24,835	36,670

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

7 Charitable activities

	STEM & Employability 2025	Construction 2025	Total 2025	Total 2024
	£	£	£	£
Staff costs	159,543	341,959	501,502	434,720
Depreciation and impairment	-	13,929	13,929	20,295
Associates	426	-	426	1,316
Motor and travel	2,943	43,238	46,181	49,463
Materials and tools	8,086	23,928	32,014	37,393
Office costs	25,686	24,269	49,955	22,539
Other	12,131	23,220	35,351	33,046
	208,815	470,543	679,358	598,772
Share of support costs (see note 9)	27,786	56,414	84,200	131,753
Share of governance costs (see note 9)	4,639	9,419	14,058	4,913
	241,240	536,376	777,616	735,438
Analysis by fund				
Unrestricted funds	30,023	536,376	566,399	436,675
Restricted funds	211,217	-	211,217	298,763
	241,240	536,376	777,616	735,438

8 Description of charitable activities

STEM and Employability- Programmes of activities, challenges, and events in Science, Technology, Engineering and Maths (STEM) related activities. This also includes careers events, mentoring, business and skills learning.

Construction - The delivery of training via a fleet of mobile classrooms in Construction and Building Services skills.

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

9 Support costs

	Support costs £	Governance costs £	2025 £	Support costs £	Governance costs £	2024 £
Staff costs	52,370	3,678	56,048	63,905	-	63,905
Motor and travel	78	-	78	23	-	23
Office costs	25,462	-	25,462	59,810	-	59,810
Other	8,374	4,140	12,514	8,231	77	8,308
Accountancy fees	-	6,240	6,240	-	4,836	4,836
	86,284	14,058	100,342	131,969	4,913	136,882
Analysed between						
Fundraising	2,084	-	2,084	216	-	216
Charitable activities	84,200	14,058	98,258	131,753	4,913	136,666
	86,284	14,058	100,342	131,969	4,913	136,882

Governance costs includes independent examination fees of £2,350 (2024: £2,250).

10 Net movement in funds

	2025 £	2024 £
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	13,929	19,090
Loss on disposal of tangible fixed assets	-	1,205

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the charity during the year (2024: nil).

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Administration	1	1
Activity support	7	6
Tutors	12	12
Total	20	19

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

12 Employees (Continued)

Employment costs	2025 £	2024 £
Wages and salaries	530,773	490,088
Social security costs	38,408	33,907
Other pension costs	11,120	11,084
	580,301	535,079

There were no employees whose annual remuneration was more than £60,000 (2024: none).

The full time equivalent number of employees for the year was 15 (2024: 14)

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Fixtures and fittings £	Motor vehicles £	Total £
Cost			
At 1 September 2024	2,106	158,742	160,848
Disposals	(2,106)	-	(2,106)
At 31 August 2025	-	158,742	158,742
Depreciation and impairment			
At 1 September 2024	2,106	113,439	115,545
Depreciation charged in the year	-	13,929	13,929
Eliminated in respect of disposals	(2,106)	-	(2,106)
At 31 August 2025	-	127,368	127,368
Carrying amount			
At 31 August 2025	-	31,374	31,374
At 31 August 2024	-	45,304	45,304

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

15 Debtors

Amounts falling due within one year:	2025 £	2024 £
Trade debtors	6,133	2,664
Prepayments and accrued income	15,782	13,492
	21,915	16,156

16 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		11,068	8,892
Deferred income	17	95,014	116,738
Trade creditors		7,131	7,053
Other creditors		1,712	510
Accruals		7,338	4,800
		122,263	137,993

17 Deferred income

	2025 £	2024 £
Other deferred income	95,014	116,738

At the balance sheet date the charity was holding funds received in advance for workshops and events to be held in the future.

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	95,014	116,738
Movements in the year:		
Deferred income at 1 September 2024	116,738	79,719
Released from previous periods	-	(79,719)
Resources deferred in the year	(21,724)	116,738
Deferred income at 31 August 2025	95,014	116,738

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

18 Retirement benefit schemes

Defined contribution schemes	2025 £	2024 £
Charge to profit or loss in respect of defined contribution schemes	11,120	11,084

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	At 1 September 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2025 £
STEM/Employability Programme Fund	-	201,303	(211,217)	9,914	-

Previous year:	At 1 September 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2024 £
STEM/Employability Programme Fund	14,750	125,787	(140,537)	-	-
Mobile Classroom Fund	7,000	151,226	(158,226)	-	-
	21,750	277,013	(298,763)	-	-

The STEM & Employability Fund is made available to help promote and deliver a variety of STEM and Employability skills activities with schools, and supports our mentoring programme with students aged 14-16 who are not reaching their full potential at school, providing regular one-to-one coaching sessions from trained volunteers.

The Construction Mobile Classroom Fund is to support the delivery of training to schools and youth groups in Construction and Building Services through the Mobile Classrooms programme.

The transfer from the unrestricted fund is intended to cover the deficit on the restricted fund.

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

20 Unrestricted funds

	At 1 September 2024	Incoming resources	Resources expended	Transfers	At 31 August 2025
	£	£	£	£	£
Designated Fund - Manley Estate Donation	26,763	-	-	-	26,763
Designated Fund - Construction tool	-	-	-	2,400	2,400
Designated Fund - STEM tools	-	-	-	4,998	4,998
General funds	380,204	666,149	(591,234)	(17,312)	437,807
	406,967	666,149	(591,234)	(9,914)	471,968

Previous year:	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
Transfer to designated funds	-	-	-	26,763	26,763
General funds	379,293	501,019	(473,345)	(26,763)	380,204
	379,293	501,019	(473,345)	-	406,967

In the prior year, there was a transfer of a legacy to the designated fund to promote and expand the reach of our STEM & Employability programmes.

The designated fund transfers relating to construction tool replacement contingency fund of £2,400 and the STEM tools replacement contigency of £4,998 are amounts set aside for the replacement of tools in the case of theft.

There is a transfer of £9,914 from the unrestricted fund to the restricted fund to cover the deficit on the restricted fund at the year end.

21 Analysis of net assets between funds

	Unrestricted funds 2025
	£
At 31 August 2025:	
Tangible assets	31,374
Current assets/(liabilities)	440,594
	471,968

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

21 Analysis of net assets between funds **(Continued)**

	Unrestricted funds 2024 £
At 31 August 2024:	
Tangible assets	45,304
Current assets/(liabilities)	361,663
	406,967

22 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	14,599	13,594
Between two and five years	15,425	20,957
	30,024	34,551

23 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

24 Company limited by guarantee

Surrey SATRO is a company limited by guarantee and accordingly does not have any share capital. Each director has pledged to contribute £1 in the case the charitable company becomes insolvent.

Notes to the Financial Statements (continued)

For The Year Ended August 31st 2025

25	Cash generated from operations	2025 £	2024 £
	Surplus for the year	65,001	5,924
	Adjustments for:		
	Investment income recognised in statement of financial activities	(16,200)	(6,834)
	Depreciation and impairment of tangible fixed assets	13,929	20,295
	Movements in working capital:		
	(Increase)/decrease in debtors	(5,758)	27,197
	Increase/(decrease) in creditors	5,994	(1,885)
	(Decrease)/increase in deferred income	(21,724)	37,019
	Cash generated from operations	41,242	81,716

26 Analysis of changes in net funds

The charity had no material debt during the year.

SURREY SATRO

England & Wales - Charity number 1040572

Accounts



ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS 2023-24

Surrey SATRO

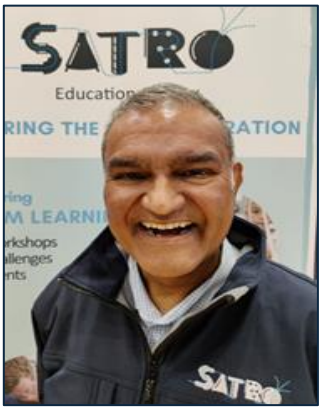
www.satro.org.uk
Charity Registration Number 1040572
Company Registration Number 02957349 (England and Wales)

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CHAIRMAN'S WELCOME



As we start 2025, we'd like to review the impact of SATRO's work and achievements over the last academic year.

Highlights include the increasing number of schools participating in Construction Training, the continuing popularity of our Problem Solving Challenge, which had teams from 44 schools and our new Electricity workshop, which after a pilot in 12 schools across Surrey and Hampshire was rolled out and enjoyed by nearly 1,400 pupils. We have delivered more than 6,700 hours of workshops, challenges and events and increased the number of corporate partners who support our STEM, Mentoring and Employability Workshops.

We continue to provide key events such as SATRO STEMFest and ConstructionFest. In total, we delivered more than 26,500 sessions to more than 11,000 students over the last academic year.

On the organisational front, we have undergone a major change at the helm of SATRO with the appointment in March 2024 of Andrew Whitby-Collins as CEO. He has 20 years' experience in charities advice and trusteeship, most recently as Chief Operating Officer of a healthcare research charity.

I'd like to thank Andrew's predecessor, Anne Edward, whose four and a half years as CEO steered SATRO through a period of significant change, both planned in terms of strategy development, and unplanned due to the pandemic.

We would also like to welcome a new trustee: Miranda Tatton-Brown, who is the Chief Operating Officer at Italia Conti, where her passion for education drives her leadership and innovation. She has been instrumental in shaping that institution's direction. Her skills and experience will add to the Board's knowledgebase and help us as we embark on the next phases of SATRO's development.

SATRO would not be able to thrive and grow without your support, whether you are funders, volunteers, participating schools or SATRO staff and Trustees, I'd like to thank you all for your vital and continuing support.



29th January 2025

Shash Patel
Chair of Board of Trustees

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's memorandum and articles, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

SATRO is an education and skills charity with a reach across South Central England. We work in schools, partnering with employers to inspire and raise the aspirations of students of all abilities and backgrounds.

We have three key areas of focus:

- **STEM Education**: delivering in-school workshops, multi-school challenges and events, and research projects. These bring STEM learning and careers to life for students from Primary to Post-16.
- **Vocational Construction**: delivering AQA and BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.
- **Employability & Skills**: delivering careers, enterprise and skills workshops and mentoring partnerships which challenge perceptions, raise aspirations, increase confidence and prepare students for their next steps in education, training or employment.

All areas of our work directly involve employers in the development of real-world experiences and career understanding, including the involvement of staff as volunteers in delivery.

We offer our services to all types of schools and students of all abilities - accepting every student for who they are. We provide a full service to schools from booking, to the provision of all materials & equipment required on the day, administration of volunteers and delivery which is led by experienced tutors. We measure impact and feedback for all interventions with input from students, teachers and volunteers.

A key focus for us as a charity is to bring our work to those lacking access to opportunities in our three key programme areas, and we look to engage with organisations and donors who can help us achieve that goal.

Charitable Objectives as set out in the memorandum and articles (1994):
The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit
The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's guidance when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VISION & STRATEGY

Our Vision: That all young people in our region are given the opportunity to be inspired to improve their understanding of STEM and Construction, and to gain experience of Employability Skills as they consider a breadth of careers for the future.

Our Mission: SATRO delivers hands-on workshops, events, challenges and vocational qualifications in STEM with a core of business and employability skills. These are led by SATRO tutors and involve volunteers from industry and our local communities who provide an opportunity for young people to learn more about the workplace and can challenge perceptions of future careers.

Our Aim: is to inspire and develop the aspirations of young people in our region. Supporting them to nurture their passions and explore pathways to a successful career, which will benefit our regional economy, wider society and all our futures.

Our Three Year Strategy:
The year under review is the last of a three academic year strategy which was focused on building our core delivery using the innovative approaches developed through the pandemic as we put in place a longer term strategy for the future. Our aim is to continue our development as a strong regional educational partner to schools and businesses that has a solid income base of both service income and charitable funding.

- **2021-22 Consolidate and review** as we examine the impact of the pandemic on education, the corporate and charity landscape. Consolidating our staffing structure to support operations and continue the innovation of our services.
- **2022-23 Continuous improvement** of SATRO's place as a charitable provider in our region working in education and as a business and charity partner. Focusing on the quality, reach and impact of what we deliver.
- **2023-24 Implementation of a structured longer term development plan** building further on our strong regional foundation and creating strong partnerships for the future.

We will take the opportunity of the 2024/25 academic year, which is also our 30th anniversary year to reflect on our successes and challenges so far and our relationships with schools and businesses across the region. We will also look forward so that we continue to adapt and innovate the experiences and opportunities we provide to the young people we work with, inspiring and raising their aspirations about what is possible, giving them confidence to pursue opportunities and preparing them, ultimately, for the future of work.

Factors Affecting Performance

We were delighted that an increase in demand for our Vocational Construction Skills programme meant that we were able to recruit an additional tutor and expand the number of sessions delivered in the 23/24 academic year by nearly 20 per cent. This has been a key factor in the growth of our income from charitable activities.

Economic uncertainty and the continued pressure on school budgets remain factors which impact the delivery of our programmes and planning for the future. Notwithstanding the focus of many funding initiatives on the mental wellbeing of students in the aftermath of the pandemic, the importance of skills acquisition and work readiness are increasingly being recognised. We continue to develop our relationships with key partners, including Surrey Careers Hub as the successor to the Local Enterprise Partnership (EM3) and our collaborative and adaptable model of working makes us a trusted delivery

partner for schools and companies.

We continue to feel the impact of the increase in home working brought about during the pandemic on volunteer availability, particularly on our mentoring programme. Volunteers are key to our activities, and we retain excellent relationships with existing corporate volunteer partners as well as developing new ones and continue to adapt our ways of working to accommodate how volunteers now work.

FUTURE PLANS

Next year marks SATRO's 30th anniversary in its current form, and since its founding we have built a strong reputation for the quality of our programmes and delivery. Over the next year we will be reflecting back on the charity's work and developing the next iteration of our strategy. We remain committed to working with young people from primary age through to post-16 in all educational settings and we look forward to engaging with our partners to understand what they see as the future role SATRO can play and how they would like to work with us.

It remains our aim to play a role in equipping young people for the future of work and to that end we will continue to participate in forums and working groups which enable us to better understand the future skills needs of regional employers. This will enable the evolution of our programmes to provide opportunities for young people to develop those skills, engage with potential future employers, increase their understanding of the regional jobs landscape and raise their aspirations.

We will also continue to develop our vocational skills programme with the intention of introducing a new Level 2 BTEC course as well as broadening our offer to reflect the growing opportunities for skills in the wider built environment sector.

Achievements and Performance 2023/24








STEM

Primary Schools

We continued to develop our STEM Primary workshops and delivered to 35 schools, working with 4,044 students.
Initiatives included a new Electricity workshop, which we piloted in 12 schools across Surrey and Hampshire thanks to a grant from the Ogden Trust. Content was developed to support the Key Stage 2 Curriculum in years 4 to 6 and using Snap Circuits Electronics, and Horizon Renewable Energy kits and we covered:

- Series circuits
- Cells, wires, bulbs, switches, buzzers
- Conductors & Insulators
- Motors
- Circuit Diagrams

Throughout the workshop we incorporated input and discussion on renewable energy and energy saving in school and at home.
We focused on schools with an above average number of pupils eligible for free school meals, and more than 860 pupils benefitted from this opportunity.





The pilot programme was heavily oversubscribed, but we were able to secure funding from another donor to offer a further 8 schools the opportunity to have an adapted workshop with more focus on energy saving and renewable energy in the summer term. Thanks to this, another 528 students were able to benefit from this workshop, which is now available for schools to book.

Girls in STEM

Returning for its 9th year was our very popular Girls into STEM day, hosted by Fluor in Farnborough.

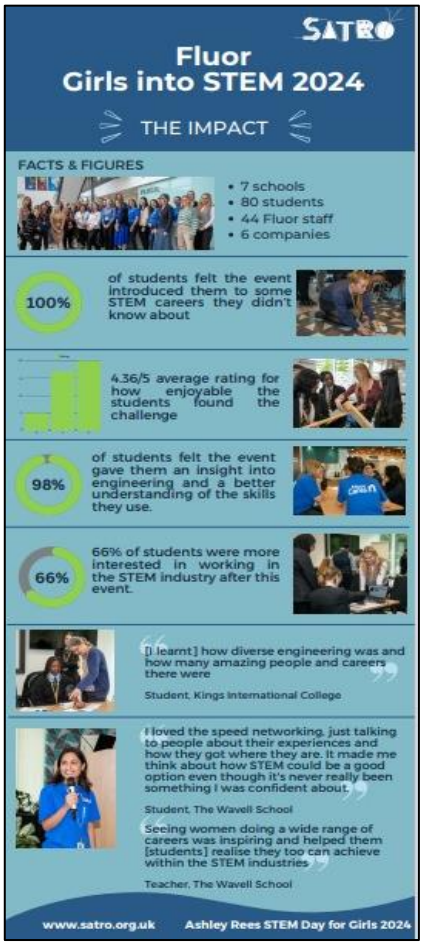
A day packed with challenges and hands-on activities with a range of companies for 80 girls from 7 schools culminated in a careers speed networking where the girls get to engage with inspiring female role models from across STEM industries. Feedback tells us how much the day changes perceptions and raises aspirations as well as building confidence about future career paths.

One teacher told us she can see the positive impact of the day in the students who attend for the next two years.

Our aim is to build on the success of the Farnborough event and hold similar Girls into STEM days in new locations.







Problem Solving Challenge

2024 marked the 37th year of SATRO's popular Problem Solving Challenge. This was the second year in which we have incorporated the UN Sustainable Development Goals into the challenge, which required students to move humanitarian parcels a minimum distance using the fewest possible resources. To reinforce the need for sustainable solutions to problems, marks were awarded for unused materials.

There were five heats, and 99 teams from 44 schools and a total of 594 students took part, with the top scoring 24 teams making it to the Final at Royal Holloway. Congratulations to the winning teams in each key stage:

Key Stage 3	Reading Blue Coat School
Key Stage 4	Charters School, Sunningdale
Key Stage 5	Esher Sixth Form



As always, the Challenge would not have been possible without the tremendous support of our volunteer judges, who this year numbered 30 across the heats and final. Special thanks goes to Air Products, who provided a number of volunteers, as well as the generous financial support which makes the Challenge possible and is greatly appreciated.

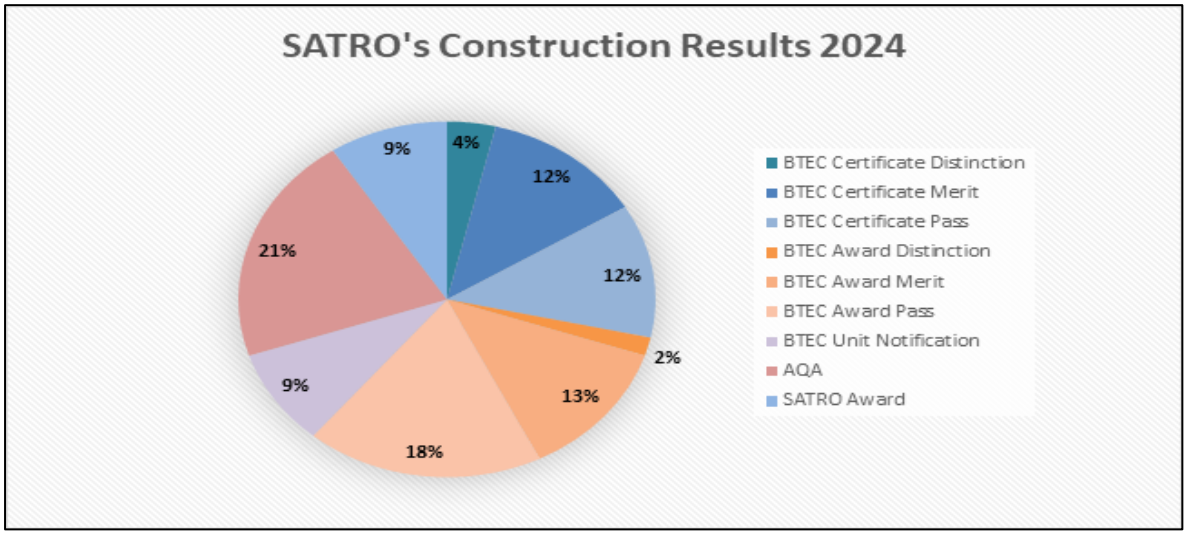
VOCATIONAL CONSTRUCTION

The Construction Industry Training Board (CITB) forecasts that the UK will need an extra 251,500 construction workers by 2028, 10,400 of whom will be needed in the South East.

Our vocational construction skills classrooms continue to provide valuable opportunities to develop skills and gain a qualification, especially for young people who are at risk of being disengaged from education. The 23/24 academic year saw us recruit a new tutor and increase our provision by 20%, and we worked with young people in 38 schools.

We also introduced awards from the AQA exam board alongside the BTEC qualification, enhancing the opportunities for students to obtain formal recognition of their achievements and have a tangible record to show prospective colleges or employers. This has proved particularly beneficial to our SEN students.

In all, 415 students participated in our construction classrooms, 239 of whom completed the course with a BTEC, AQA or SATRO Award. The rest will carry on into year 11.



We regularly seek feedback from the schools we work with to ensure a high quality of service. That feedback continues to demonstrate the important impact of our vocational construction programme on the participating students, both on their future destinations and self-confidence.

> *"All pupils have thoroughly enjoyed the practical nature of the course and felt that they have gained key skills they will take into further education and employment. Some pupils have also benefitted socially, being able to come out of their shell in an environment where they feel comfortable... Of the pupils we have had on the course this year all are either going on to college or an apprenticeship next year… The sessions help to re-engage young people in education. They are thoroughly planned, well delivered and catered to the individual needs of the pupils. SATRO have given our pupils an excellent head start into the world of work and the staff, pupils and parents and very thankful for this".*

> "*The BTEC Construction course has had a significant impact on the outcomes of our most challenging students. The students targeted for this course struggle to access our mainstream academic courses and as such, often leave at the end of year 11*

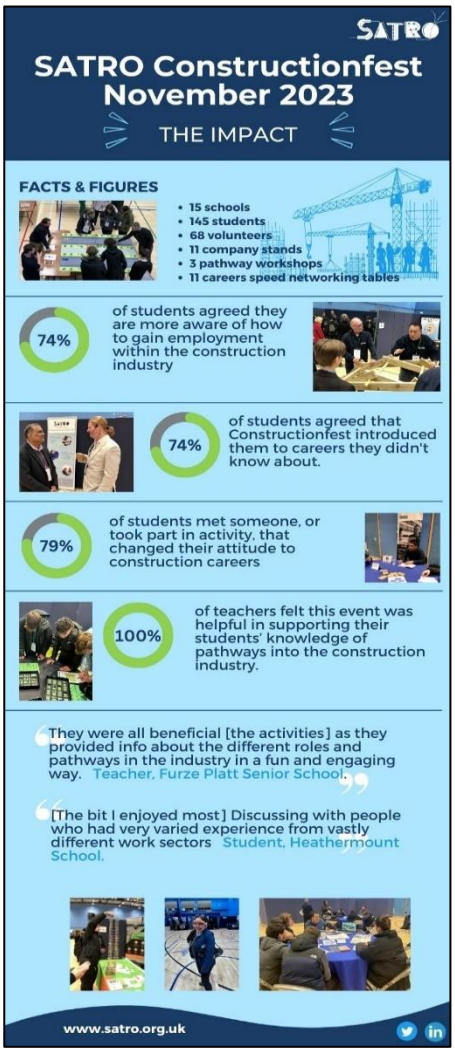
with limited qualifications. The students enjoy and succeed in the construction course as it focuses on their practical abilities… The fact that they can see their progression at the end of each lesson keeps them motivated... Their enjoyment of the course has improved these students' overall attendance at school, as well as their confidence in their abilities. Over 95% of the students go on to study construction related courses at college. A number of them have successfully gained apprenticeships... The portfolio of their work, which they present to employers, gives them a significant advantage over other applicants".

SATRO Construction Festival

A valuable part of the course is our annual ConstructionFest.

This introduces students to innovative companies within the construction sector, takes them through the different pathways they could take into the construction industry, practice some valuable team-building skills and network with a variety of companies and tradespeople from across the industry.

It also meets Gatsby Benchmarks 2, 3 & 5. There are eight Gatsy Benchmarks which form a framework for careers provision adopted by the Government as part of its careers straegy for schools and colleges. They help to reinforce the importance of using career and labour market information, experiences of the workplace and encounters with employers, all of which are key parts of SATROs programmes.







EMPLOYABILITY

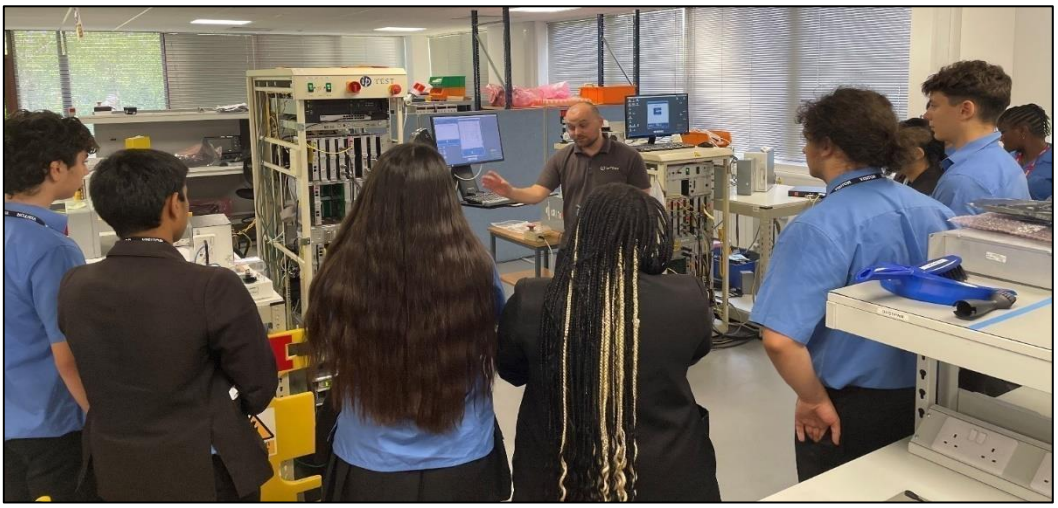
We have continued to develop our employability workshops in collaboration with employers, who bring valuable insights and perspectives to the participating students.

One key partner in this is financial services company Legal & General, who support us to develop key employability skills through, amongst other activities, our Career Explorer workshop. This is an interactive opportunity to learn about the variety of different roles and career pathways in a particular organisation.

A teacher at a participating school described it as "*a really enjoyable and interesting morning where students learned about the many different jobs available in this huge company. But crucially, it gave them the opportunity to try their hand at the key skills of researching, communicating and presenting".*

Open Doors

This year we piloted our first Open Doors events in partnership with Surrey Careers Hub. Kindly hosted in Guildford by Surrey Research Park and in Leatherhead by KBR these experiences of the workplace give students the opportunity to visit several different companies during the day. They hear from and interact with people in a range of different roles and gain a better understanding of the opportunities available to them, skills they will need and pathways to work. We are hugely grateful to ipTest, Nature Metrics, Igenomix, BAE Systems, KBR and RINA for making these days so rewarding for everyone who took part.



Demonstrating testing equipment at IPTest, Surrey Research Park, June 2024

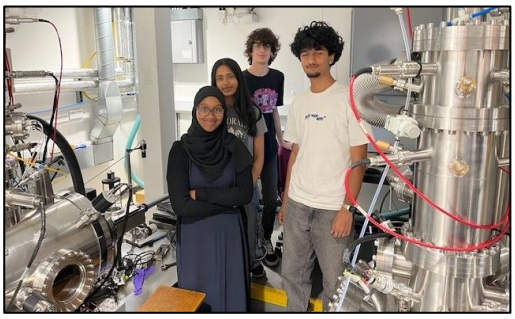
Research Work Placements

23/24 marked another successful year for our Research Work Placement programme. We were delighted to receive the support of 20 different companies, who between them supervised 30 research projects which engaged 70 students. Those projects have involved the production of films, development of Apps, research papers, presentations and scientific posters.

We know that this programme helps the participating students to develop a number of key skills and makes a real difference to their subsequent applications for university or apprenticeships.

Feedback shows what a positive experience it is for those involved:





"*Working on the NHS project with Microsoft was a fantastic experience. I really enjoyed collaborating with the team and learning from their expertise. It was great to have the chance to develop my knowledge of Copilot, and the support and feedback I received were incredibly helpful. Overall, it was a positive experience, and I feel like I've grown a lot professionally*".

"*Working with SATRO and Ringway over this summer has been a great experience... Many members of Ringway… have spoken to us about our projects which was really helpful in directing me towards my end goal. The tour of Merrow depot… really helped me visualise my goals for my project… working with and I recommend [the Research Work Placement] for all future students who wish to do a summer project*".

"*My work experience at the ion beam centre has been an eye opening and intriguing one… The opportunity to complete my work experience on site is something I am very grateful for as it allowed me to… experience using the ion beam in person, as well as tour around the whole centre which was very fascinating. So, I'd highly recommend this opportunity to anyone who enjoys science and is keen to learn new things*".

MENTORING

SATRO's mentoring programme trains volunteers to provide support, encouragement and advice to students at a pivotal time in their school life when they are making important decisions about their next steps. This year we have had mentoring programmes running in five schools, involving 38 mentors who have volunteered over 1,700 hours of time to support their mentees.



We rely on the goodwill of corporate supporters who fund and provide volunteers for this programme. This year they have included Synamedia, AB Carval, BMW, Waverley Borough Council, and funders HEON (the Higher Education Outreach Network) and the Community Foundation for Surrey. We are very grateful to all of them. We hope that the following feedback and testimonials demonstrate the impact of the programme on the young people we work with and we encourage anyone who thinks they could play a role in expanding our mentoring provision to contact us. Head of Year 10 at a school with a SATRO Mentoring Programme had the following to say about its impact:

"SATRO fills a gap extremely successfully for those students who, for any reason, don't quite tick all the boxes of a perfect student. Where schools are stretched to the limits having to find alternative provisions for those outliers, those at the outer ranges of 'acceptable' are left and often forgotten. SATRO has come in and worked with these students, all of which have a different profile and different need, and have bettered their progress. Organisation, Career Advice, or just someone to vent to about not being heard; all of these have been successfully achieved by the team of brilliant volunteers that have supported us pastorally with students who are brilliant, and just need a little nudge in the right direction".

"To be able to grow the offer SATRO can give would be huge. It would mean that the unheard or forgotten students are heard and recognised; it would mean that those students who are drifting or floating through education are anchored and directed, and it would mean the students who are lacking a sense of belonging have something to aim for each week. SATRO has really supported with those students, and I hope they can grow and continue to make differences".

One student told us "It helped me to improve my motivation and see the better in things"

COMMUNITY ENGAGEMENT

We welcome opportunities to work with other organisations in our community and over the past year we have continued our partnership with Brooklands Museum, who have kindly provided the venue for our workshops for home educated children and by participating in the Brooklands Innovation Academy. We are also keen participants in Space Day in Guildford High Street and the COINS Foundation's Sundial Festival.

Last year we also worked with Personal Best Education to support their Holiday Activities Programme supporting families receiving free school meals. The aim is to provide activities for those young people which enable them to learn a new skill, form new friendships and build their confidence and we thoroughly enjoyed the experience of running a Business & Enterprise Game which was a competitive and enjoyable day for all involved.

VOLUNTEERS

Volunteers are vital to SATRO and we would not be able to achieve the impact we do without them. It is central to how we work that volunteers from a wide range of businesses and professions support our workshops, challenges and events as well as act as mentors. By doing so they increase awareness of the potential career opportunities open to the young people we work with and the skills that are required to be successful as well as raising aspirations and helping to boost confidence.

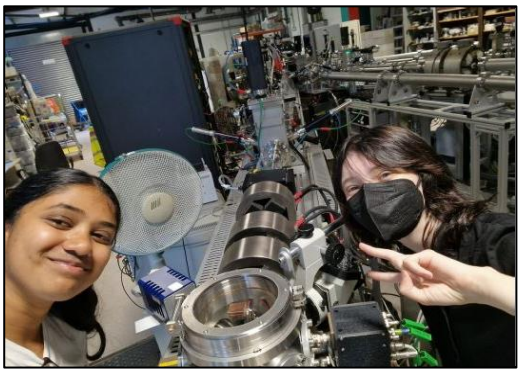


We are always looking to increase our pool of volunteers and how we recruit, train and retain our volunteers, while enhancing their experience is something we hope in future to have the resources to invest in.

WORK EXPERIENCE STUDENTS

We once again welcomed students from local schools to undertake work experience with us. They were able to support delivery of workshops and challenges as well as gaining valuable experience of a working environment and the range of challenges and considerations that go into running a small organisation.





STRUCTURE, GOVERNANCE AND MANAGEMENT

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by its Memorandum and Articles of Association and governed by the Board of Trustees, who are also the directors for the purposes of company law. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown on the legal and administration page.

Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the charity's Memorandum and Articles of Association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or our network of supporters; the Chairman is tasked with ensuring that we have a diverse set of candidates. They are initially offered the opportunity to observe a Board meeting and are interviewed by the Chairman and CEO. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. They are required to have an enhanced DBS check.

Trustees have a five-point training/awareness plan which has been developed to ensure all Trustees reach a base level of knowledge of SATRO's objectives, governance, and operations. In addition, a "special interests" document is maintained outlining each Trustee's areas of expertise and SATRO's expectations of them.

Trustees participate in SATRO's school activities in a number of ways, including as judges of our popular Problem Solving Challenge, volunteering as advisers and negotiators in our Business & Enterprise Game or supporting our Research Work Placement programme.

All Trustees are required to provide information on potential conflicts of interests and related parties. A Code of Conduct is in place to manage any potential conflicts.

The Board ensures that the charity operates in compliance with all relevant UK legislation and regulations. We have initiated an annual governance audit and monitor performance and put in place measures to ensure improvement. The Board's work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance against it. Matters reserved for the Board are set out clearly and include the appointment of a CEO who is responsible for the day to day running of the organisation.

The Board has appointed three standing committees of Trustees:

- Finance Committee – reviews financial and operational performance, external audit reports and advises the Board on matters of internal control and financial governance. Chaired by Pete Garrett
- Risk Committee – reviews and updates the risk register and associated policies and procedures and to make recommendations to the Board. Chaired by Shash Patel
- Staffing Committee – reviews staffing policies, staff salaries and HR issues. Chaired by David Leyshon

Risk Management and Mitigation

The charity maintains a register of identified risks which is updated as necessary and reviewed on a six-monthly basis by the Risk Committee, which reports to the Board at each subsequent meeting of the Trustees.

The Trustees consider the main risks to the charity, and the steps taken to mitigate them are:

Risk	Steps Taken to Mitigate
Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity, which is affected by pressure on school budgets that is expected to continue despite the change of government.	Ongoing programme of quality assurance and innovation helps to cement our reputation and maintain strong demand for our services. We have increased resources for fundraising with plans to diversify income streams further to reduce risk.
Impact of the loss or long-term absence of staff, given the small team and staff profile, on programme delivery and charity management.	Improved staff training to enable tutors to cover for each other in the result of absence. Development of succession planning as part of objective and training needs review cycle. Introduction of staff well-being measures.
A failure of financial control which leads to fraud or of unauthorised expenditure and the consequences for financial viability and reputational risk.	Income and expenditure are regularly monitored monthly management accounts and quarterly FinCom meetings. Sign off procedures in place for expenditure and dual authorisation of bank payments required.
A failure of cyber security	Monitored by third party IT contactor, virus software is kept up to date. Multi-Factor Authentication is in place as well as regular training to raise awareness of risk of cyber phishing attacks
A Safeguarding incident which affects the reputation of a key individual or the charity.	Regular safeguarding training for all staff, trustees and volunteers fulfilling certain roles. We follow safeguarding protocols of the schools we work in.
Loss of volunteers and/or inability to recruit sufficient volunteers to replace natural attrition.	Regular communication with volunteers with additional time allocated to engagement, training and recruitment and retention activities.

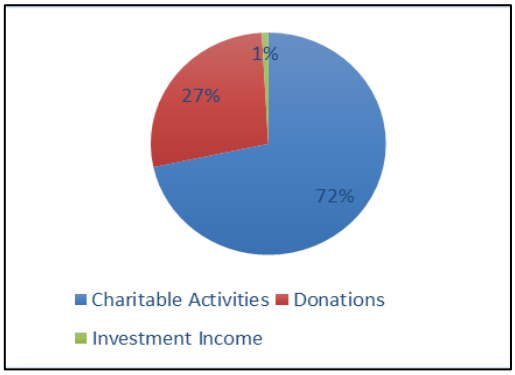
Employees

SATRO is fortunate to have a dedicated and passionate team of people who are committed to helping the charity achieve its aims and impact the lives of the young people we work with. They regularly go above and beyond and we wish to express our gratitude for their contribution to the outcomes we have been able to achieve over the past year.

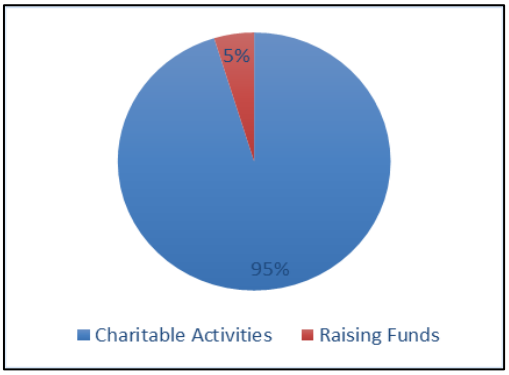
SATRO had no employees receiving in excess of £60,000 p.a. in 2023/24. The CEO is not a Trustee and does not have the responsibilities of a statutory director.

Financial review

This year saw a £5,924 surplus (2023: £24,605 deficit) with income of £778,032 (2023: £604,187), an increase of 29% and expenditure of £772,108 (2023: £628,729), a small increase of 23%. We have continued our efforts to diversify our sources of income to provide a stable base for the Charity's growth. We are mindful of the continued pressures on school budgets and it remains our aim to raise sufficient funds to be able to minimise the cost of our services to schools.



Where our income came from



How our income was spent

Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the charity's principal banker and in short- to medium-term fixed term interest bearing accounts with banks up to the threshold for protection under the Financial Services Compensation Scheme. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

The Reserves Policy is based on a detailed assessment of the operations and financial risks of SATRO, including assessment of the reliability of future funding sources, the cost base and any financial commitments. The Trustees take into account the need:

- to ensure continuity in completing educational commitments, including BTEC qualifications, for students, which SATRO would be required to cover in the event of a decline in activity levels and/or funding shortfall.

- to set reserves at a level which allows for sufficient funding to manage the organisation in an orderly manner through any short-to-medium term operating difficulties or to effect an orderly winding up.

The Trustees consider that maintaining free unrestricted reserves (general reserves less funds not readily available for spending e.g. fixed assets) at a minimum level equivalent to six months of prospective core operating costs as being adequate and justifiable. The policy is subject to annual review and effective interim monitoring of the financial situation and based on our financial plan for 2024/25, Trustees reviewed and increased our reserves policy to £313,000 in line with rising costs of staffing, materials and overheads including utilities. Overall, the free reserves at the year-end were £406,967.

Going Concern

The Trustees recognise that the coming years will be difficult for funding but are reassured by the income from services which continues to be strong due to the need from schools. We continue to place importance on reducing operating costs and diversifying our income to ensure our long-term viability.

The reporting year is the third year of our 3-year strategy drawing to a close the post-pandemic period and setting the charity on a path to consolidate its position as a key partner to schools and businesses in our area of operation. We aim to maintain our reputation for quality and high impact outcomes of our programme whilst continuing our commitment to innovation and growing and strengthening our relationships. We will continue to invest in the future whilst continuing our tight management of income and costs.

The Trustees will continue to regularly review financial forecasts against the budget to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

The Trustees' report was approved by the Board of Trustees on 25th January 2025.



Mr S N Patel (Chairman)
Trustee

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr S N Patel (Chairman) Mr P Garrett Mr D R Leyshon Dr S E J Flew Ms P P Gough Mr A J Sanderson Ms M E J Shorrock	(Appointed 18 November 2024)
Chief Executive Officer	Mr A Whitby-Collins	(Appointed 1 March 2024)
Charity number	1040572	
Company number	02957349	
Registered office	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford, Surrey United Kingdom GU2 7YG	
Independent Examiner	Azets Audit Services Ashcombe Court Woolsack Way Godalming, Surrey United Kingdom GU7 1LQ	

SURREY SATRO

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees, who are also the directors of Surrey SATRO for the purpose 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that 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; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

SURREY SATRO

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SURREY SATRO

I report to the trustees on my examination of the financial statements of Surrey SATRO (the charity) for the year ended 31 August 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Debra Saunders FCA
Azets Audit Services
Ashcombe Court
Woolsack Way
Godalming
Surrey
GU7 1LQ
United Kingdom

Dated: 31 March 2025

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Current financial year

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Total 2023 £
Income from:					
Donations and legacies	**3**	593	277,013	277,606	246,470
Charitable activities	**4**	493,592	-	493,592	353,996
Investments	**5**	6,834	-	6,834	3,721
Total income		501,019	277,013	778,032	604,187
Expenditure on:					
Raising funds	**6**	36,670	-	36,670	30,638
Charitable activities	**7**	436,675	298,763	735,438	598,154
Total expenditure		473,345	298,763	772,108	628,792
Net income/(expenditure) for the year/ Net movement in funds		27,674	(21,750)	5,924	(24,605)
Fund balances at 1 September 2023		379,293	21,750	401,043	425,648
Fund balances at 31 August 2024		406,967	-	406,967	401,043

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 26 to 38 form part of these financial statements.

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Prior financial year

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:				
Donations and legacies	**3**	16,339	230,131	246,470
Charitable activities	**4**	353,996	-	353,996
Investments	**5**	3,721	-	3,721
Total income		374,056	230,131	604,187
Expenditure on:				
Raising funds	**6**	30,638	-	30,638
Charitable activities	**7**	318,345	279,809	598,154
Total expenditure		348,983	279,809	628,792
Net income/(expenditure) for the year/ Net movement in funds		25,073	(49,678)	(24,605)
Fund balances at 1 September 2022		354,220	71,428	425,648
Fund balances at 31 August 2023		379,293	21,750	401,043

SURREY SATRO

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		45,304		65,598
Current assets					
Debtors	**15**	16,156		43,354	
Cash at bank and in hand		483,500		394,950	
		499,656		438,304	
Creditors: amounts falling due within one year	**16**	(137,993)		(102,859)	
Net current assets			361,663		335,445
Total assets less current liabilities			406,967		401,043
Income funds					
Restricted funds	**18**		-		21,750
Unrestricted funds					
Designated funds	**19**	26,763		-	
General unrestricted funds		380,204		379,293	
			406,967		379,293
			406,967		401,043

The notes on pages 26 to 38 form part of these financial statements.

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2024.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 29/1/25

.....

Mr S N Patel (Chairman)
Trustee

Company registration number 02957349

SURREY SATRO

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**24**		81,716		17,567
Investing activities					
Purchase of tangible fixed assets		-		(32,693)	
Investment income received		6,834		3,721	
Net cash generated from/(used in) investing activities			6,834		(28,972)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			88,550		(11,405)
Cash and cash equivalents at beginning of year			394,950		406,355
Cash and cash equivalents at end of year			483,500		394,950

The notes on pages 26 to 38 form part of these financial statements.

1 Accounting policies

Charity information

Surrey SATRO is a private company limited by guarantee incorporated in England and Wales. The registered office is Surrey Technology Centre, 40 Occam Road, Surrey Research Park, Guildford, Surrey, GU2 7YG, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

1.5 Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, the outflow of funds is probable, and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading to aggregate similar costs to that category.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis which reflects the use of the resources.

Where costs cannot be directly attributed to particular activity, for example, support and governance costs, these have been allocated on a 67% : 33% split between Construction and STEM & Employability within charitable activities.

The charity has reviewed their activities and, based on the use of resources, has ascertained that this allocation between Construction and STEM & Employability is an accurate reflection of the charity's affairs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 ‘Basic Financial Instruments’ and Section 12 ‘Other Financial Instruments Issues’ of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The charity applies some judgement to the timing of income recognition in respect of specific funding for events and activities scheduled to take place or to be completed after the year end.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	593	277,013	277,606	16,339	230,131	246,470

4 Charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Schools and colleges	474,306	343,972
Other income	19,286	10,024
	493,592	353,996

5 Investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	6,834	3,721

6 Raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Staff costs	36,454	30,006
Support costs	216	632
	36,670	30,638

7 Charitable activities

	STEM & Employability 2024	Construction 2024	Total 2024	STEM 2023	Construction 2023	Employability 2023	Total 2023
	£	£	£	£	£	£	£
Staff costs	125,805	308,915	434,720	81,882	260,236	43,077	385,195
Depreciation and impairment	-	20,295	20,295	-	21,693	-	21,693
Associates	251	1,065	1,316	701	-	-	701
Motor & Travel	3,487	45,976	49,463	2,054	26,968	125	29,147
Materials & Tools	4,220	33,173	37,393	5,735	22,406	-	28,141
Office	1,921	20,618	22,539	2,296	14,789	-	17,085
Other	4,853	28,193	33,046	12,975	12,735	535	26,245
	140,537	458,235	598,772	105,643	358,827	43,737	508,207
Share of support costs (see note 9)	43,479	88,274	131,753	17,135	60,830	7,711	85,676
Share of governance costs (see note 9)	1,621	3,292	4,913	1,073	2,851	347	4,271
	185,637	549,801	735,438	123,851	422,508	51,795	598,154
Analysis by fund							
Unrestricted funds	45,100	391,575	436,675	27,916	282,584	7,845	318,345
Restricted funds	140,537	158,226	298,763	95,935	139,924	43,950	279,809
	185,637	549,801	735,438	123,851	422,508	51,795	598,154

8 Description of charitable activities

STEM and Employability- Programmes of activities, challenges, and events in Science, Technology, Engineering and Maths (STEM) related activities. This also includes careers events, mentoring, business and skills learning. In the 2023 year end the employability costs were shown seperately.

Construction - The delivery of training via a fleet of mobile classrooms in Construction and Building Services skills.

9 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	63,905	-	63,905	30,437	-	30,437
Motor & Travel	23	-	23	1,221	-	1,221
Office	59,810	-	59,810	20,914	-	20,914
Other	8,231	77	8,308	33,736	188	33,924
Accounts and independent examiner's fees	-	4,836	4,836	-	4,083	4,083
	131,969	4,913	136,882	86,308	4,271	90,579
Analysed between						
Fundraising	216	-	216	632	-	632
Charitable activities	131,753	4,913	136,666	85,676	4,271	89,947
	131,969	4,913	136,882	86,308	4,271	90,579

Governance costs includes payments for an independent examination of £2,250 (2023: £2,810).

10 Net movement in funds

	2024	2023
	£	£
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	19,090	21,693
Loss on disposal of tangible fixed assets	1,205	-

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2023: nil).

12 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Administration	1	1
Activity support	6	6
Tutors	12	10
Total	19	17

Employment costs	2024 £	2023 £
Wages and salaries	490,088	408,330
Social security costs	33,907	30,045
Other pension costs	11,084	7,263
	535,079	445,638

There were no employees whose annual remuneration was more than £60,000 (2023: nil).

The full time equivalent number of employees for the year was 14 (2023: 12)

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

14 Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
Cost			
At 1 September 2023	2,106	173,642	175,748
Disposals	-	(14,900)	(14,900)
At 31 August 2024	2,106	158,742	160,848
Depreciation and impairment			
At 1 September 2023	2,106	108,044	110,150
Depreciation charged in the year	-	19,090	19,090
Eliminated in respect of disposals	-	(13,696)	(13,696)
At 31 August 2024	2,106	113,438	115,544
Carrying amount			
At 31 August 2024	-	45,304	45,304
At 31 August 2023	-	65,598	65,598

15 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Trade debtors	2,664	19,520
Prepayments and accrued income	13,492	23,834
	16,156	43,354

16 Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		8,892	8,867
Deferred income	**17**	116,738	79,719
Trade creditors		7,053	5,157
Other creditors		510	2,377
Accruals and deferred income		4,800	6,739
		137,993	102,859

17 Deferred income

	2024	2023
	£	£
Other deferred income	116,738	79,719

At the balance sheet date the charity was holding funds received in advance for workshops and events to be held in the future.

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	116,738	79,719
Movements in the year:		
Deferred income at 1 September 2023	79,719	43,300
Released from previous periods	(79,719)	-
Resources deferred in the year	116,738	36,419
Deferred income at 31 August 2024	116,738	79,719

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 September 2022	Incoming resources	Resources expended	Balance at 1 September 2023	Incoming resources	Resources expended	Balance at 31 August 2024
	£	£	£	£	£	£	£
STEM/ Employability Programme Fund	22,894	126,591	(134,735)	14,750	125,787	(140,537)	-
Mobile Classroom Fund	-	89,422	(82,422)	7,000	151,226	(158,226)	-
Mentoring Fund	48,534	14,118	(62,652)	-	-	-	-
	71,428	230,131	(279,809)	21,750	277,013	(298,763)	-

The STEM & Employability Fund is made available to help promote and deliver a variety of STEM and Employability skills activities with schools, and supports our mentoring programme with students aged 14-16 who are not reaching their full potential at school, providing regular one-to-one coaching sessions from trained volunteers.

The Construction Mobile Classroom Fund is to support the delivery of training to schools and youth groups in Construction and Building Services through the Mobile Classrooms programme.

The Fixed Assets Grants reserve in the prior year represents the balance of funding for the replacement of Mobile Classrooms in future periods, recognised as income through the SOFA in previous years and subsequently amortised through Outgoing Resources.

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds			
	Incoming resources	Balance at 1 September 2023	Transfers	Balance at 31 August 2024
	£	£	£	£
Transfer to designated funds	-	-	26,763	26,763
	-	-	26,763	26,763

This is a transfer of a legacy from a prior year that the trustees have designated to activities which promote and expand the reach of our STEM & Employability programmes.

20 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Fund balances at 31 August 2024 are represented by:						
Tangible assets	45,304	-	45,304	65,598	-	65,598
Current assets/(liabilities)	361,663	-	361,663	313,695	21,750	335,445
	406,967	-	406,967	379,293	21,750	401,043

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	13,594	11,851
Between two and five years	20,957	33,041
	34,551	44,892

22 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

23 Company limited by guarantee

Surrey Satro is a company limited by guarantee and accordingly does not have any share capital. Each director has pledged to contribute £1 in the case the charitable company becomes insolvent.

24 Cash generated from operations

	2024	2023
	£	£
Surplus/(deficit) for the year	5,924	(24,605)
Adjustments for:		
Investment income recognised in statement of financial activities	(6,834)	(3,721)
Depreciation and impairment of tangible fixed assets	20,295	21,693
Movements in working capital:		
Decrease/(increase) in debtors	27,197	(16,274)
(Decrease)/increase in creditors	(1,885)	4,055
Increase in deferred income	37,019	36,419
Cash generated from operations	81,716	17,567

25 Analysis of changes in net funds

The charity had no debt during the year.

SURREY SATRO

England & Wales - Charity number 1040572

Accounts

Charity registration number 1040572

Company registration number 02957349 (England and Wales)

SURREY SATRO

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

SURREY SATRO

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr S Patel (Chairman)	(Appointed 29 November 2022)
	Mr S Atkinson	(Appointed 1 September 2023)
	Dr S Flew	
	Mr P Garrett	(Appointed 8 November 2022)
	Mrs P Gough	
	Mr D Leyshon	
	Mr A Sanderson	
	Mr O Chun	
	Mr H Railton	(Resigned 20 November 2023)
	Mr D Anthony	(Resigned 22 November 2022)
	Dr J Preston	(Resigned 21 July 2023)
CEO	Mr A Whitby-Collins (appointed 1 March 2024) Mrs A Edwards (resigned 1 March 2024)	
Charity number	1040572	
Company number	02957349	
Registered office	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford Surrey GU2 7YE	
Independent examiner	Chris S Cairns Friary Court 13-21 High Street Guildford Surrey GU1 3DL	
Bankers	NatWest Bank Guildford High Street (A) Branch 151 Guildford High Street Guildford GU1 3AH	

SURREY SATRO

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SURREY SATRO

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note to the financial statements and comply with the charity's memorandum and articles, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

OBJECTIVES AND ACTIVITIES

SATRO is a long established educational charity working across South Central England. We work in schools, partnering with employers to bring inspirational learning to students of all abilities and backgrounds.

We have three key areas of focus:

- **STEM Education**: delivering in-school workshops, multi-school challenges and events, and research projects. These bring STEM learning and careers to life for students from Primary to Post-16.
- **Vocational Construction**: delivering BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.
- **Employability & Skills**: delivering careers, enterprise and skills workshops and mentoring partnerships which challenge perceptions and prepare students for their next steps in education, training or employment.

All areas of our work directly involve employers in the development of real-world experience and career understanding, including the involvement of staff as volunteers in delivery.

We offer our services to all types of schools and students of all abilities - accepting every student for who they are. We provide a full service to schools from booking, to the provision of all materials & equipment required on the day, administration of volunteers and delivery which is led by experienced tutors. We measure impact and feedback for all interventions with input from students, teachers and volunteers.

As a charity, we engage with charitable trusts, individual donors and corporate responsibility programmes. A key focus for us as a charity is to bring our work to those lacking access to opportunities in our three key programme areas.

Charitable Objectives as set out in the memorandum and articles (1994):

The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit
The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to the Charity commissioner's guidance when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VISION & STRATEGY

Our Vision: That all young people in our region are given the opportunity to be inspired to improve their understanding of STEM and Construction, and to gain experience of Employability Skills as they consider a breadth of careers for the future.

SURREY SATRO

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2023

Our Mission: SATRO delivers hands-on workshops, events, challenges and vocational qualifications in STEM with a core of business and employability skills. These are led by SATRO tutors and involve volunteers from industry and our local communities who provide an opportunity for young people to learn more about the workplace and can challenge perceptions of future careers.

Our Aim: is to inspire and develop the aspirations of young people in our region. Supporting them to nurture their passions and explore pathways to a successful career, which will benefit our regional economy, wider society and all our futures.

Our Three Year Strategy:
The year under review is the second of a three academic year strategy which was focused on building our core delivery using the innovative approaches developed through the pandemic as we put in place a longer term strategy for the future. Our aim is to continue our development as a strong regional educational partner to schools and businesses that has a solid income base of both service income and charitable funding.

- **2021-22 Consolidate and review** as we examine the impact of the pandemic on education, the corporate and charity landscape. Consolidating our staffing structure to support operations and continue the innovation of our services.
- **2022-23 Continuous improvement** of SATRO's place as a charitable provider in our region working in education and as a business and charity partner. Focusing on the quality, reach and impact of what we deliver.
- **2023-24 Implementation of a structured longer term development plan** building further on our strong regional foundation and creating strong partnerships for the future.

We have started working on our new strategy as we look forward to our 30th year as the charity we are today, with a history of 40 years in the region. We are proud to bring a wealth of experience to the relationships we have built with schools and businesses across the region.

Factors Affecting Performance

We are pleased to say that one of the last decisions of this year was to return to a bigger office to accommodate the core team back together in person. The benefits for teamwork, collaboration, innovation and wellbeing are already evident.

This year we saw a return to more normal delivery in schools although the impacts of the pandemic are still very evident for both schools and students. In particular the need to support those that are struggling with attendance and engagement in their studies. Our vocational construction and SEN STEM delivery has seen an increase in interest and as a result, we have adapted across all our programmes.

The changes to the workplace with more staff working from home initially saw a continued lull in our corporate volunteering support, but it is great to see existing partners and those new to us find the time and enthusiasm to engage with students more frequently again. After all it is these interactions that can change a young person's outlook on their education and broaden their career horizons.

The recruitment skills gap for many companies and organisations remains very much the focus of the Regional Skills Plans and this is a key area of engagement for SATRO both with the public and private sector. We continue our work with Surrey County Council, Surrey, EM3 and Thames Valley Careers Hubs, Surrey Chambers of Commerce, Surrey University and Research Park as well as our extensive employer and education networks in developing and updating what we do to support regional aims.

As for all charities the sustainability of our programmes continues to be a challenge with ever increasing pressures on school and company budgets and the focus of charitable funding clearly on welfare issues for those impacted by the cost-of-living crisis.

Looking Forward to our Objectives for Academic Year 2023-24

The new year has seen us start on a very positive note with the expansion of our mobile construction team again to meet increasing demand and we have launched a number of new STEM workshops based on work with industry. We are now working on a longer term strategy for our regional partnership role with education and business as we go into our 30th year as the charity we are today. We are pleased to say that we are doing so on firm foundations after a period of major changes over the last 4 years led but our current CEO. Anne Edward will, however, be

stepping aside this year for personal reasons and staying with us in a part-time Development and Funding role to allow the charity to renew its strategy with a new leader at the helm.

The key objectives are:

- To embed the new CEO and support him to lead the charity and develop its strategy for the future.
- To continue our core focus on the quality of our delivery and extend our offer to meet the needs of the regional skills agenda.
- To extend our educational and business partnerships to support our charitable aims of inspiring and developing the aspirations of students in our region.

ACHIEVEMENTS AND PERFORMANCE 2022/23

The team at SATRO, both staff and trustees, have worked hard to innovate and develop our offers to meet the changed needs of both schools and businesses as we look forward. The range of workshops and events we deliver to students throughout their education is as diverse as it has ever been, and continues to transform.

A growing focus for us are the transferable skills needed as the speed of evolution in the landscape of technology, energy transition, digital transformation and work practices fundamentally changes what careers of the future will look like for the students of today.

As a regional education charity we very much focus on the needs of our area. The recent work of Local Enterprise Partnerships and County Councils on Skills Plans is a fundamental part of informing our work with schools, industry partners and regional organisations.



Start of New Strategy Focus



As we moved into the last year of our current strategy we re-launched our marketing, communications and website as the initial stage of our focus for the future. Our key themes being:

- Inspiring Learning,
- Raising Aspirations,
- Engaging Employers.

These are under-pinned by our approach to the curriculum, the integration of real-world experience, employability skills and careers learning.

STEM

Primary Schools:

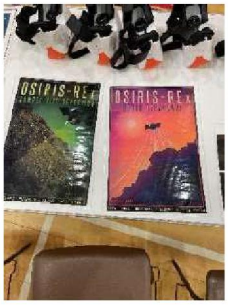
We have extended and further developed our Primary School offer to provide:

- Fun approach to learning around the curriculum,
- Equipment and resources not usually available in schools,
- Integration of real-world experience and early career thinking,
- Identifying new 'soft' skills for learning and life,
- Understanding of science and technology for our future world.

We were particularly pleased to receive new funding for physics and chemistry workshops.

Curriculum Links	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Computing	Build & Code coding & materials			Mission 2 Mars coding & space		
Design & Technology	Shapes & Structures structures & materials		Building Bridges structures, forces & materials			
Science Living Things	Goldilocks CSI		Insects & Classification			
			Science of Health			
						Evolution
			Fossils			
			Plants			
Materials	Sustainable Materials		Properties & States of Matter			
			Rocking Rocks			
			Fascinating Fossils			
			Electricity / Light / Sound			
			Forces & Magnets			
Maths			Fun Maths			
Business & Enterprise					Building Challenge Inter-School	
					Business & Enterprise Game	
Sustainability - for our future	Energy Saving Challenge Inter-School linked to school community					
			Sustainable Futures (climate change) Carbon Footprint, Energy, Transport			
					Eco Apps Creative Challenge	
Problem Solving - application of STEM					Problem Solving Challenge Inter-School	

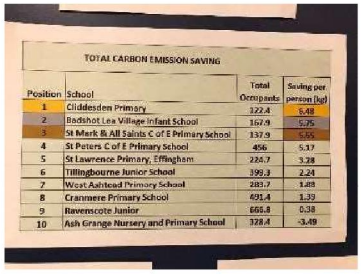
We continued our delivery of multi-school Primary Science Fairs with both company stands and our own workshop activities. The aim is to inspire an interest in science, coding, design & technology, enterprise and sustainability.




Our Energy Saving Challenge culminated in a celebration evening for participants on-site at the Surrey Research Park. School Eco-Groups competed for awards for the most innovative idea, community engagement as well as carbon emission savings.





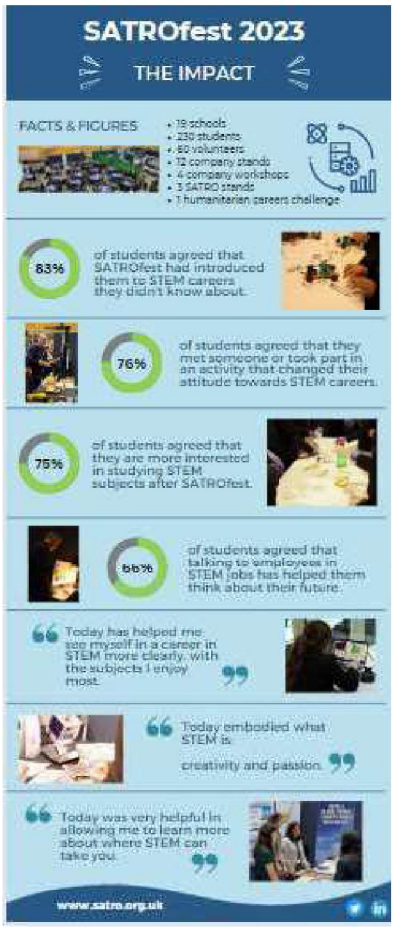
TOTAL CARBON EMISSION SAVING

Position	School	Total Occupants	Saving per person (kg)
1	Cliddesden Primary	322.4	5.48
2	Badshot Lea Village Infant School	167.9	5.75
3	St Mark & All Saints C of E Primary School	132.9	5.95
4	St Peters C of E Primary School	456	5.17
5	St Lawrence Primary, Effingham	226.7	3.28
6	Tillingbourne Junior School	396.3	2.24
7	West Ashtead Primary School	283.7	1.88
8	Cranmere Primary School	491.4	1.39
9	Ravenscote Junior	666.8	0.38
10	Ash Grange Nursery and Primary School	328.4	-3.49



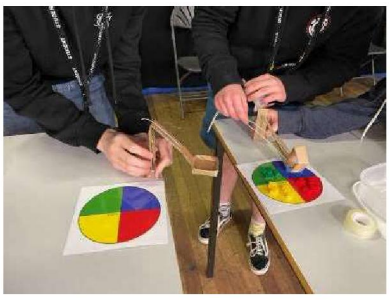
CASE STUDY: An Energy Saving Junior School presented at a community event for other local schools, youth groups and residents about how to save energy. Their presentation was based on the work they had done with SATRO sharing their learning.

Secondary Schools:
In Secondary schools we focused our offers to support careers learning and nurture student aspirations. As the majority of our delivery is to full year groups we seek to engage every student with a cross-curricula approach to every event. Working with employers and stakeholders we are increasingly focusing on key work skills including scientific thinking, engineering design cycle, project working, digital and employability skills. We engage volunteers from industry to support careers learning, to challenge perceptions and widen horizons.



Now back to full strength post pandemic, SATRO's 27th STEM Fest saw students attend a humanitarian challenge, workshops on cyber security, programming, highways and environmental monitoring. In addition, they had timetabled visits to a variety of company stands from satellite technology to energy transition and construction to veterinary science. This gave them the opportunity to learn about new skill areas, careers and met representatives of industry.





Also our 36th Problem Solving challenge brought together teams of students to develop their knowledge and use of STEM skills. With over 510 students involved in teams of six they were presented with problems that had a sustainability theme. With points being awarded for recycling and careful use of materials as well as design and completing the task.

Students were asked what they learnt: "How to work as a team to build each other's confidence, to create a structure that will suit what we have been asked to create and to manoeuvre quickly as a team to complete the task in time." And "Collaborating and communicating ideas in order to maximise success and minimise margin for error."

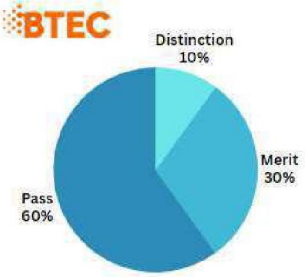
This year also saw the launch our new cross-curricula Planet Utopia workshop about a new sustainable future world, and the extension of our offer to SEN and Home Educated students.

Vocational Construction

In its 16th year our mobile construction teaching service continues to expand to meet the need in schools for vocational training. In particular for those students who struggle with the academic nature of the curriculum, whose natural talent is in technical hands-on activities or who seek a future in the construction industry.

This unique service attracts the attention of the construction industry who continue to suffer recruitment skills gaps, and is used by schools seeking to re-engage students who are on the edges of the education system through absence or risk exclusion. Students progress both to college and apprenticeships, developing life skills on the way.

We taught nearly 500 students and were pleased that 142 achieved their BTEC qualification. Our results were above the national average which is a significant success given our student cohort. A further 85 students continue into their 2nd year of study.



In addition, 267 students achieved our own SATRO Award for those whose attendance or complex needs made access to the qualification difficult.

SATRO Construction Festival was launched this year, aimed at students in their first year with us. It brought them together to learn about potential next steps in education, apprenticeships, or being work-ready for a career in the industry. They were able to take part in activities with a range of companies from house building to planning, utilities to electrics, highways to safety equipment. With an opportunity to find out about the jobs available and take part in careers networking with employees from a diverse range of businesses. Above all they understood that the industry was seeking to employee young people like themselves and that there are many opportunities for a well paid career.

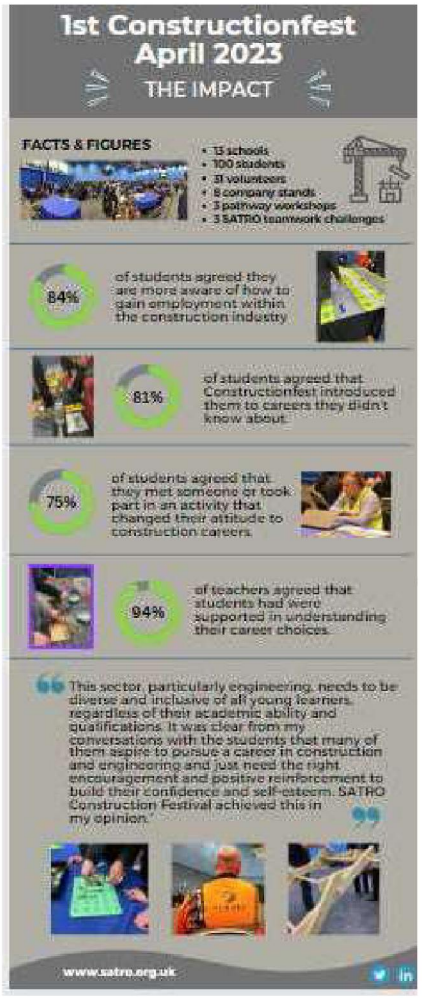
Representatives from the industry were keen to show that they are inclusive of all young learners, regardless of their academic ability and qualifications. They reported that the students aspired to pursue a career in construction but need the encouragement to build their confidence and self-esteem.







CASE STUDY: The parent of a BTEC student reported: their son "successfully gained an Electrical Apprenticeship to start in September. The company were particularly impressed when he shared his SATRO portfolio of work at interview particularly as they don't usually recruit at his age."



Employability

Research Work Placement programme

Our STEM A-Level Research Project Placement programme has grown from strength to strength since the forced 2020 move online. We now offer both in-person and blended online projects from an ever greater range of STEM industries. The variety and range of professionals at all levels continues to grow, and again we were able to offer international engagement. This year saw:



- 19 project providers
- 24 different projects
- 66 students engaged

Projects covered topics ranging from energy transition, digital transformation, molecular farming, hybrid working, climate change, sustainable transport, satellite imagery for conservation, future of TV, visual perceptions, air quality to vitamin supplements.

CASE STUDY: One of our students on a project entitled Life Cycle Analysis (LCA) of Conventional and Renewable Transportation Fuels was working closely with business leaders and consultants at KBC Global, when her research and results raised some questions with the biogenic CO2 calculations in a published model. KBC notified the National Laboratory, it was acknowledged and a new updated version of the model should be produced in October 2023 that addresses these issues.

Mentoring:
Our Mentoring programme is 22 years young and continues to provide students across the region with a trusted adult with whom they can explore their own challenges in their approach to education. Our mentors, from industry, are trained by our team and supported throughout. They provided support to 76 young people across the year as independent mentors to support everything from study techniques to CV writing, building confidence and employability skills. The partnerships between mentor and mentee develop across the year and the impact is both immediate in approach to their learning, and long-lasting.

The dedication of our employee mentors is exceptional, we thank them all.



Synamedia Mentor Training

Careers & Enterprise
SATRO are also working with corporate partners to develop employability workshops. These address the wish of businesses to encourage 'work ready' school leavers, and support young people to appreciate the skills that employers are looking for, whilst facilitating them to recognise the abilities they already possess.





Girls Into STEM is an annual event which is focused on breaking down the barriers for young girls to consider a career in STEM. This creates valuable opportunities to meet and learn from those in a range of different industries, understand the skills and opportunities, but more than anything to identify with women in industry.

Business & Enterprise Game an ever-popular event with full year-groups introducing the fundamentals of business and building the transferrable skills needed in the different roles: management, HR, finance, purchasing and negotiation. Students are tasked with running a business, designing products and negotiating contracts with our industry volunteers.



COMMUNITY ENGAGEMENT

We were pleased to work with partners in providing community outreach for young people. These included the ACS Partnerships STEAM Day at Thorpe Park where we set up a 'SATRO Village' of activities, supporting Brooklands Museum's Innovation Academy, the Institute of Physics World Space Day event on Guildford High Street and COINS Foundation's Sundial Festival. In total we reached out through these events to over 2,500 young people and in the latter two to their families as well.



We also attended the Netwalk of the Surrey Lieutenancy Climate Change Focus Group presenting alongside many other organisations who are leading the way in different aspects of net zero in Surey including the NHS, Surrey County Council, Forestry Commission, Wates and Hampton Estate.



VOLUNTEERS

We are pleased to see another increase in our volunteers again this year with 5,200 hours delivered in schools. This included mentoring, employability, activities at events or in workshops and judging at one of our challenges, all of which are aimed at inspiring students in the world of work and STEM and Construction careers. We have particularly increased our work with teams of employees from companies both supporting our existing events or developing new ones to reflect the industry they represent. For example, Crowdstrike, Ringway and Legal & General:



WORK EXPERIENCE STUDENTS

We once again welcomed students from local schools to undertake work experience with us. They were able to support delivery of workshops and challenges as well as supporting our STEM tutors update and develop new activities for students.

SUPPORTERS

We would like to thank our many financial supporters, both for their funding and the support they provide through staff volunteering. Their generosity and support ensures that we can deliver our programmes across the region.

Charitable Trusts

- Armourers & Brasiers
- Berkshire Community Foundation
- COINS Foundation
- Community Foundation for Surrey
- CP Charitable Trust
- Geoff Herrington Foundation
- Guildford Poyle
- Heathrow Community Trust
- Ogden Trust
- Royal Society of Chemistry
- Shanly Foundation
- The Manly Trust
- Walton Charity

Public Sector Sponsors

- HEON
- Waverley Borough Council

Volunteers

We engage volunteers from across our local community, parents, businesses and research organisations. We would like to thank them all for the most precious of gifts, their time. Also in addition to the volunteers from the corporates above who are also financial supporters we would like to thank those who supported a number of our events from:

- 3Ti
- Activate Learning
- Atkins
- ANS
- ATP Technical
- Assent Building Control
- BAE Systems
- BAM Construction
- Berkeley Group
- Brewers Decorator Centres
- CITB
- Citizens Advice South West Surrey
- CoTrain
- Crowdstrike
- Hyster Yale
- Innovation Agritech
- KBC

Corporate Sponsors

- AB CarVal
- Air Products
- Allianz
- Alliots
- BAE
- Beard Construction
- Brewers
- BCS Berkshire
- CISCO
- CNOOC
- Cold Fuzion
- Fluor
- Legal & General
- Points Align
- Powercor
- Ringway
- Roke
- Sanofi
- Surrey Research Park
- Synamedia
- Synopsys
- Thakeham
- UNUM

Individual Sponsors

We also thank our many individual sponsors who loyally support so many of our programmes.

- KPMG
- Milestone
- Nature Metrics
- Pryer Construction
- Reigate & Banstead Borough Council
- Rotary Clubs – Farnborough, Shepperton & Sunbury
- Sixworks
- Surrey Ion Beam Centre
- Surrey Satellite Technology
- Surrey University Department of Bioscience
- Surrey University Veterinary School
- Surrey Wildlife Trust
- Wilmot Dixon Interiors
- University of Exeter students
- UVEX
- WSP

STRUCTURE, GOVERNANCE AND MANAGEMENT

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by its Memorandum and Articles of Association and governed by the Board of Trustees, who are also the directors for the purposes of company law. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown in the Legal and Administrative Information page at the front of these accounts.

Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the charity's memorandum and articles of association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or the CEO. They are initially offered the opportunity to observe a board meeting and are interviewed by the CEO and Chairman. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. Trustee objectives are set by the Chairman and performance against these is reviewed annually at a Trustee Appraisal with the Chairman.

All Trustees are regularly offered and encouraged to participate in SATRO's school activities.

All Trustees are required to provide information on potential conflicts of interests and related parties. A Conflicts of Interest Policy is in place to ensure management of any conflicts.

The board ensures that all its activities operate in compliance with all relevant UK legislation and regulation. Its work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance against it. Matters reserved for the board are set out clearly and include the appointment of a CEO who is responsible for the day to day running of the organisation.

The board has appointed three standing committees comprising trustee members:

- Finance Committee – with responsibilities to review financial and operational performance, external audit reports and advise the board on matters of internal control and financial governance.
- Risk Committee – with responsibilities to generate and review the risk register and associated policies and procedures and to make recommendations to the board.
- Staffing Committee – with responsibilities to review staffing policies, staff salaries and HR issues.

The Trustees consider the main risks to the company are:

- Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity;
- Staffing issues within a small team and adequate back-up for front-line staff;
- A Safeguarding incident which affects the reputation of a key individual or the charity;
- Financial Control of overhead and management costs within the current challenges of the charitable sector.

All risks are reviewed on a regular basis so that corrective action can be taken where necessary.

Employees

SATRO had no employees receiving in excess of £60,000 p.a. in 2022/23. The CEO is not a Trustee and does not have the responsibilities of a statutory director.

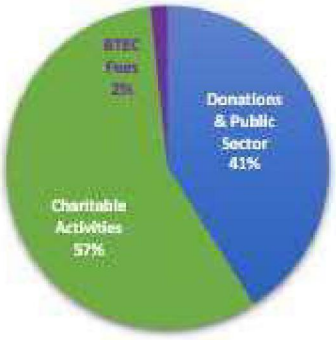
We would like to take this opportunity to thank all our staff who have shown resilience, flexibility and determination to ensure the ongoing success of the charity.



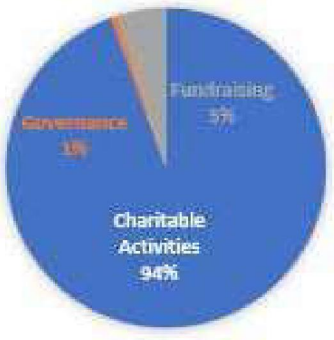
Financial review

Income totalled £604,187 (£658,909 in 2022) and we have continued to balance our income sources to provide the Charity with a sustainable platform on which to plan for the future. Services saw a fall this year for the first time since before the pandemic due to the demand on education budgets, whilst the decline in our funding income slowed.

Total expenditure was £628,792 (£605,970 in 2022) and is steady despite sharp cost rises across the board showing a continued prudence in our budgeting of operational and overhead costs. As part of our stated development plans last year, we have invested to increase our staffing in the operational management, delivery and quality of our services with a view to the future and have new proposals in place to increase staffing to support funding development.



Where our income came from



How our income was spent

SATRO has therefore, as planned begun to invest in our future plans to meet the demand from our beneficiaries. Whilst we had a small deficit of £24,605, as set out in note 21, we still generated a positive cash flow and are looking forward to the next stage of our strategic development supporting both education and business to address the issues of the regional skills agenda.

Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the company's banker. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

Based on a detailed assessment of the operations and financial risks of SATRO, including:

- assessment of the reliability of future funding sources
- the cost base and
- the charity's financial commitments

The Trustees have established a Reserves Policy which requires maintaining reserves at a level which would enable the organisation to be managed in an orderly manner through any short-to-medium term operating difficulties, or in the worst-case scenario a well-organised winding up.

In setting a target level of reserves, the Trustees consider it appropriate to relate them to core operating costs and to take into account the charity's commitment to deliver the BTEC qualifications to ensure continuity in completing educational commitments for students. This is what SATRO would be required to cover in the event of a decline in activity levels and/or funding shortfall.

The Trustees keep the policy under regular review and based on our financial plan for 2023/24 have set our minimum level of free unrestricted reserves (general reserves less funds not readily available for spending e.g. fixed assets and restricted funds) at £270,000, which in addition to our commitments to our BTEC students takes account of the rising costs of staffing, materials and overheads including utilities. Overall, the free reserves at the year-end are £313,695.

Going Concern

The Trustees recognise that the coming years will be difficult for funding but are reassured by the income from services which continues to be strong due to the need from schools. The prudent steps taken to reduce operating costs during the pandemic and create a healthier income balance between donations and service income will allow us to provide a stable base for longer term planning.

The reporting year is the second year of our 3-year strategy where we plan to focus on our place as a charitable provider in our region, working in education and as a business and charity partner. Our work will concentrate on the quality, reach and impact of what we deliver. This will involve investment for the future whilst continuing our tight management of income and costs.

The Trustees will continue to regularly review financial forecasts against the budget to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

The Trustees' report was approved by the Board of Trustees.

.....

Mr S Patel (Chairman)
Chairman

Dated: 25/04/2024

SURREY SATRO

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SURREY SATRO

I report to the Trustees on my examination of the financial statements of Surrey Satro (the charity) for the year ended 31 August 2023.

Responsibilities and basis of report

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Christopher Cairns

Christopher Cairns (May 2, 2024 09:21 GMT+1)

Christopher Cairns BSc FCA

Alliotts LLP
Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

Dated: 02/05/2024 .....

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	**3**	16,339	230,131	246,470	28,692	251,882	280,574
Charitable activities	**4**	353,996	-	353,996	378,139	-	378,139
Investments	**5**	3,721	-	3,721	196	-	196
Total income		374,056	230,131	604,187	407,027	251,882	658,909
Expenditure on:							
Raising funds	**6**	30,638	-	30,638	26,026	-	26,026
Charitable activities	**7**	318,345	279,809	598,154	275,184	304,760	579,944
Total expenditure		348,983	279,809	628,792	301,210	304,760	605,970
Net income/(expenditure) and movement in funds		25,073	(49,678)	(24,605)	105,817	(52,878)	52,939
Reconciliation of funds:							
Fund balances at 1 September 2022		354,220	71,428	425,648	248,403	124,306	372,709
Fund balances at 31 August 2023		379,293	21,750	401,043	354,220	71,428	425,648

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SURREY SATRO

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	**13**		65,598		54,598
Current assets					
Debtors	**14**	43,354		27,080	
Cash at bank and in hand		394,950		406,355	
		438,304		433,435	
Creditors: amounts falling due within one year	**15**	102,859		62,385	
Net current assets			335,445		371,050
Total assets less current liabilities			401,043		425,648
The funds of the charity					
Restricted income funds	**17**		21,750		71,428
Unrestricted funds			379,293		354,220
			401,043		425,648

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 25/04/2024

.....

Mr S Patel (Chairman)
Trustee

Company registration number 02957349 (England and Wales)

SURREY SATRO

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	**21**		17,567		43,291
Investing activities					
Purchase of tangible fixed assets		(32,693)		(43,220)	
Investment income received		3,721		196	
Net cash used in investing activities			(28,972)		(43,024)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(11,405)		267
Cash and cash equivalents at beginning of year			406,355		406,088
Cash and cash equivalents at end of year			394,950		406,355

1 Accounting policies

Charity information

Surrey Satro is a private company limited by guarantee incorporated in England and Wales. The registered office is Surrey Technology Centre, 40 Occam Road, Surrey Research Park, Guildford, Surrey. GU2 7YG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised when a liability is incurred. It is allocated to charitable activity where the costs incurred relate directly to that activity. However, the cost of overall direction and administration on each activity, comprising salaries and office costs, is apportioned based on direct effort deployed.

Cost of raising funds comprises the costs associated with attracting voluntary income.

1 Accounting policies **(Continued)**

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity including Independent Examiners fees and other costs linked to the strategic management of the charity. These costs are included within expenditure on charitable activities as support costs.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; other are apportioned on an appropriate basis such as staff time or estimated usage.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The charity applies some judgement to the timing of income recognition in respect of specific funding for events and activities scheduled to take place or to be completed after the year end.

3 Donations and legacies

	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
Donations and gifts	16,339	230,131	246,470	280,574

4 Charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Schools and colleges	343,972	366,543
Other income	10,024	11,596
	353,996	378,139

5 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	3,721	196

6 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Staff costs	30,006	25,983
Support costs	632	43
	30,638	26,026

7 Charitable activities

	STEM	Construction	Employability	Total 2023	Total 2022
	£	£	£	£	£
Staff costs	81,882	260,236	43,077	385,195	365,661
Depreciation	-	21,693	-	21,693	18,203
Associates	701	-	-	701	3,949
Motor & Travel	2,054	26,968	125	29,147	30,098
Materials & Tools	5,735	22,406	-	28,141	35,619
Office	2,296	14,789	-	17,085	13,944
Other	12,975	12,735	535	26,245	20,178
	105,643	358,827	43,737	508,207	487,652
Share of support costs (see note 8)	17,135	60,830	7,711	85,676	85,985
Share of governance costs (see note 8)	1,073	2,851	347	4,271	6,307
	123,851	422,508	51,795	598,154	579,944
Analysis by fund					
Unrestricted funds - general	27,916	282,584	7,845	318,345	275,184
Restricted funds	95,935	139,924	43,950	279,809	304,760
	123,851	422,508	51,795	598,154	579,944

The charity's main areas of activity are:

STEM - Programmes of activities, challenge and events in Science, Technology, Engineering and Maths (STEM) related activities.

Construction - The delivery of training via a fleet of mobile classrooms in Construction and Building Services skills.

Employability - Careers, Mentoring, Business and Skills learning.

8 Support costs

	Support costs	Governance costs	2023	2022
	£	£	£	£
Staff costs	30,437	-	30,437	41,164
Motor & Travel	1,221	-	1,221	-
Office	20,914	-	20,914	22,241
Other	33,736	188	33,924	23,052
Independent Examiner fees	-	4,083	4,083	5,878
	86,308	4,271	90,579	92,335
Analysed between				
Fundraising	632	-	632	43
Charitable activities	85,676	4,271	89,947	92,292
	86,308	4,271	90,579	92,335

Governance costs includes payments for an independent examination of £2,810 (2022- £2,556).

9 Net movement in funds

	2023	2022
	£	£
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	21,693	18,203

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2022: Nil)

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Administration	1	2
Activity support	6	5
Tutors	10	10
	17	17

The full time equivalent number of employees in the year was 12 (2022: 10).

Employment costs	2023 £	2022 £
Wages and salaries	408,330	394,163
Social security costs	30,045	30,007
Other pension costs	7,263	8,638
	445,638	432,808

Included in termination payments are non-statutory severance payments totalling £nil (2022: £nil).

There were no employees whose annual remuneration was £60,000 or more (2022: none).

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
Cost			
At 1 September 2022	2,106	140,949	143,055
Additions	-	32,693	32,693
At 31 August 2023	2,106	173,642	175,748
Depreciation and impairment			
At 1 September 2022	2,106	86,351	88,457
Depreciation charged in the year	-	21,693	21,693
At 31 August 2023	2,106	108,044	110,150
Carrying amount			
At 31 August 2023	-	65,598	65,598
At 31 August 2022	-	54,598	54,598

14 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Trade debtors	19,520	16,686
Prepayments and accrued income	23,834	10,394
	43,354	27,080

15 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		8,867	7,998
Deferred income	16	79,719	43,300
Trade creditors		5,157	2,765
Other creditors		2,377	1,511
Accruals and deferred income		6,739	6,811
		102,859	62,385

16 Deferred income

	2023	2022
	£	£
Other deferred income	79,719	43,300

16 Deferred income (Continued)

Deferred income is included in the financial statements as follows:

	2023	2022
	£	£
Deferred income is included within:		
Current liabilities	79,719	43,300
Movements in the year:		
Deferred income at 1 September 2022	43,300	52,410
Released from previous periods	-	(9,110)
Resources deferred in the year	36,419	-
Deferred income at 31 August 2023	79,719	43,300

At the balance sheet date the charity was holding funds received in advance for workshops and events to be held in the future.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2022	Incoming resources	Resources expended	At 31 August 2023
	£	£	£	£
STEM Programme Fund	22,894	87,791	(95,935)	14,750
Mobile Classroom Fund	-	89,422	(82,422)	7,000
Mentoring Fund	-	38,800	(38,800)	-
Fixed Assets Grants reserve	48,534	14,118	(62,652)	-
	71,428	230,131	(279,809)	21,750

Previous year:	At 1 September 2021	Incoming resources	Resources expended	At 31 August 2022
	£	£	£	£
STEM Programme Fund	73,341	105,267	(155,714)	22,894
Mobile Classroom Fund	-	84,104	(84,104)	-
Mentoring Fund	6,000	40,770	(46,770)	-
Fixed Assets Grants reserve	44,965	21,741	(18,172)	48,534
	124,306	251,882	(304,760)	71,428

17 Restricted funds **(Continued)**

The STEM Programme Fund is made available to help promote and deliver a variety of STEM activities with schools.

The Mobile Classroom Fund is to support the delivery of training to schools and youth groups in Construction and Building Services through the Mobile Classrooms programme.

The Mentoring Fund supports the programme providing support to students aged 14-16 who are not reaching their full potential at school, providing regular one-to-one coaching sessions from trained volunteers.

The Fixed Assets Grants reserve represents the balance of funding for the replacement of Mobile Classrooms in future periods, recognised as income through the SOFA in previous years and subsequently amortised through Outgoing Resources.

18 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 August 2023 are represented by:			
Tangible assets	65,598	-	65,598
Current assets/(liabilities)	313,695	21,750	335,445
	379,293	21,750	401,043

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 August 2022 are represented by:			
Tangible assets	54,598	-	54,598
Current assets/(liabilities)	299,622	71,428	371,050
	354,220	71,428	425,648

19 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	11,851	1,048
Between two and five years	33,041	523
	44,892	1,571

20 Related party transactions

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	42,588	44,134

There were no other related party transactions during the year (2022: none).

21 Cash generated from operations

	2023	2022
	£	£
(Deficit)/surpus for the year	(24,605)	52,939
Adjustments for:		
Investment income recognised in statement of financial activities	(3,721)	(196)
Depreciation and impairment of tangible fixed assets	21,693	18,203
Movements in working capital:		
(Increase) in debtors	(16,274)	(14,613)
Increase/(decrease) in creditors	4,055	(3,932)
Increase/(decrease) in deferred income	36,419	(9,110)
Cash generated from operations	17,567	43,291

22 Analysis of changes in net funds

The charity had no debt during the year.

SURREY SATRO

England & Wales - Charity number 1040572

Accounts

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note to the financial statements and comply with the charity's memorandum and articles, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

OBJECTIVES AND ACTIVITIES

SATRO is a long established educational charity working across South Central England. We work in schools, partnering with employers to bring inspirational learning to students of all abilities and backgrounds.

We have three key areas of focus:

- **STEM Education**: delivering in-school workshops, multi-school challenges and events, and research projects. These bring STEM learning and careers to life for students from Primary to Post-16.
- **Vocational Construction**: delivering BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.
- **Employability & Skills**: delivering careers, enterprise and skills workshops and mentoring partnerships which challenge perceptions and prepare students for their next steps in education, training or employment.

All areas of our work directly involve employers in the development of real-world experience and career understanding, including the involvement of staff as volunteers in delivery.

We offer our services to all types of schools and students of all abilities - accepting every student for who they are. We provide a full service to schools from booking, to the provision of all materials & equipment required on the day, administration of volunteers and delivery which is led by experienced tutors. We measure impact and feedback for all interventions with input from students, teachers and volunteers.

As a charity, we engage with charitable trusts, individual donors and corporate responsibility programmes. A key focus for us as a charity is to bring our work to those lacking access to opportunities in our three key programme areas.

Charitable Objectives as set out in the memorandum and articles (1994):

The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit

The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to the Charity commissioner's guidance when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VISION & STRATEGY

Our Vision: That all young people in our region are given the opportunity to be inspired to improve their understanding of STEM and Construction, and to gain experience of Employability Skills as they consider a breadth of careers for the future.

Our Mission: SATRO delivers hands-on workshops, events, challenges and vocational qualifications in STEM with a core of business and employability skills. These are led by SATRO tutors and involve volunteers from industry and our local communities who provide an opportunity for young people to learn more about the workplace and can challenge perceptions of future careers.

Our Three Year Strategy:
We are in the second year of a three academic year strategy in which we intend to build on our core delivery using the innovative approaches developed through the pandemic as we put in place a longer term strategy for the future. Our aim is to continue our development as a strong regional educational partner to schools and businesses that has a solid income base of both service income and charitable funding.

- **2021-22 Consolidate and review** as we examine the impact of the pandemic on education, the corporate and charity landscape. Consolidating our staffing structure to support operations and continue the innovation of our services.
- **2022-23 Continuous improvement** of SATRO's place as a charitable provider in our region working in education and as a business and charity partner. Focusing on the quality, reach and impact of what we deliver.
- **2023-24 Implementation of a structured longer term development plan** building further on our strong regional foundation and creating strong partnerships for the future.

Factors Affecting Performance

This year has seen a continuation of the impact of the pandemic on our work. This has included the cancellation of events in schools due to high Covid levels, and working from home for many of our corporate partners affecting their ability to volunteer. That said the SATRO team have delivered in-person throughout the academic year and staff have shown great flexibility and dedication by stepping in to support events at short notice where volunteers or businesses have been unable to attend.

We continue to see a decline in our range of charitable funders as many have re-focused their charitable aims to the most vulnerable in society. Also some have reduced or closed their applications due to the impact of the current situation on their own operations. In addition, many corporate partners have seen an impact on their funding, outreach and volunteering support due to costs and operational difficulties.

Our decisions to reduce our core operational costs, including a reduction in office space and not recruiting positions left vacant by leavers, has allowed us to continue successfully in meeting our mission. We do, however, recognise that this is not a sustainable situation in the longer term and we are now planning investment for the future as we move forward.

Looking Forward to our Objectives for Academic Year 2022-23
Following a prolonged period in which our concentration has been on delivery within the operational constraints of the pandemic, including delivery and funding, it is time to look forward. Our objectives for this academic year are to focus on the educational and regional skills landscape, re-kindle our partnerships with industry, research and business and focus on the needs of the students most impacted over the last few years.

The key objectives are:

- To invest and strengthen our core team to provide the capacity to work actively with schools, our corporate partners and volunteers and to meet the increased demand for our services.
- To continue our core focus on the quality of our delivery and extend our offer to meet the current needs of schools and students. As part of this, we will take an active role in the regional skills agenda.
- To rebuild our partnerships, review and seek additional funding to support our charitable aims and continue to balance this with service income generation for longer term sustainability.

As part of this we are an increasingly active member of local networks including the Skills Builder Partnership, Surrey Research Park Talent Working Group and Sustainability Group, Surrey Chamber of Commerce, Surrey Charity CEO network and we are engaging with the Local Enterprise Partnerships across our region (Surrey, Hampshire, Sussex, Berkshire).

ACHIEVEMENTS AND PERFORMANCE 2021/22

The academic year 2021/22 saw the return to more normal delivery in schools following the impact of the pandemic on education. We delivered a full year of workshops, events and qualifications in all programme areas and continued to expand our range of offers to schools.

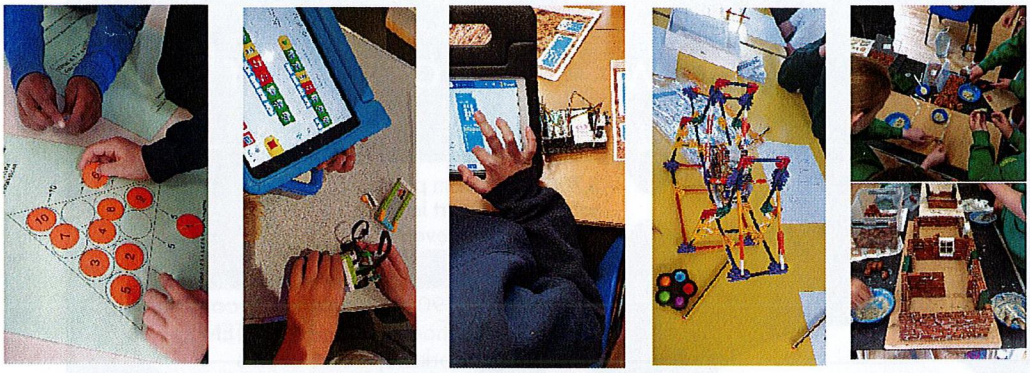


We were particularly pleased to see our volunteer base from industry and our local community returning both in-person and online across all our programmes. This input is vital to inspire students to discover new careers and challenge their perceptions of the world of work.

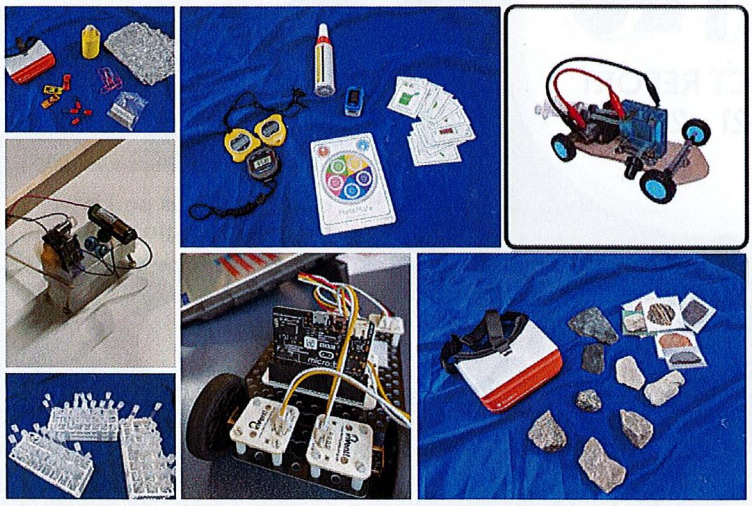
STEM

Workshops

This year saw the expansion of our STEM offer to schools across a wider range of topics supporting the curriculum particularly in Primary Schools. We also expanded our offer down to Key Stage 1 students.



New activities included Hydrogen as a fuel for the future, Health, Insects, Forces and Magnets. We continue to extend our range of exciting equipment and resources deployed into schools examples of which are given below:



For the first time, we launched a series of workshops and an in-person events for children of all ages that are being home-educated either through choice or who are unable to attend school for whatever reason. This was particularly popular and over 85 attended the full-day event held at Brookland's Museum. Activities on the day included coding, health and a very popular Crime Scene Investigation challenge.

We extended our offer to special needs education settings where students often miss the input of science and technology within their curriculum.

We continue to integrate Sustainability into more of our workshops. For example, our structures workshop is now based on sustainable development of Sports Stadiums. We have also achieved SkillsBuilder Impact accreditation for our STEM workshops as we increasingly build the framework across our delivery.



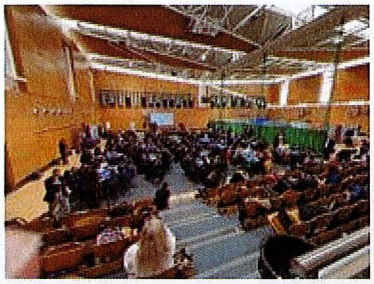


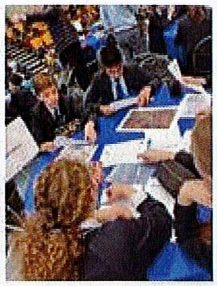


SATROfest

We returned to delivering of our own STEM festival this year with an updated format and new workshops to inspire the students. We included a new careers challenge based on a humanitarian project that was researched in our 2021 Summer placement scheme. We added workshops with industry partners including Pfizer and Air Products, presented our Summer Research Project results and welcomed companies to inspire students with hands-on activities.

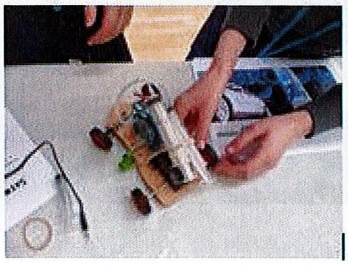
235 students attended, aged 12 – 14, of whom over 15% were identified as disadvantaged or special needs. The event was a great success and we thank ACS Cobham for hosting the event for us.



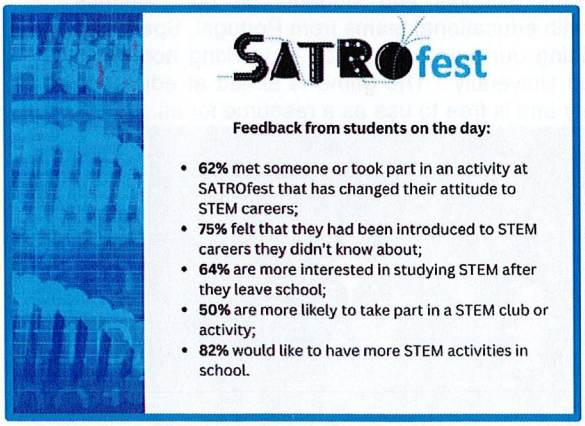


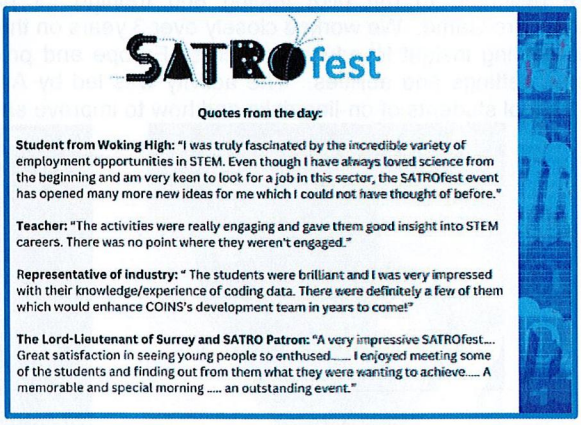








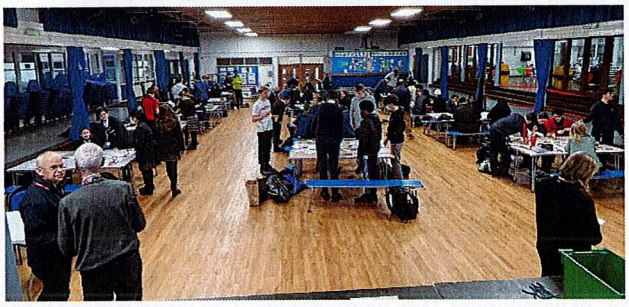
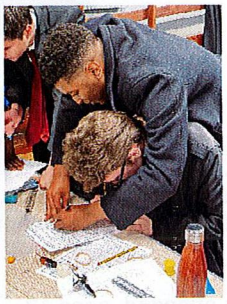




We ran a number of specific Science Fairs for primary school students to extend the knowledge of careers in STEM and introduce them to employees in industry. These are particularly popular with secondary schools engaging primary feeder schools and as part of their outreach.

Challenges

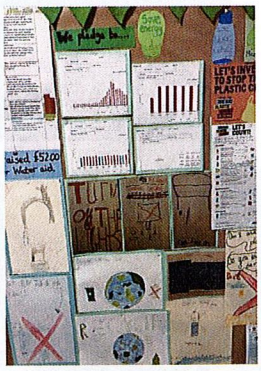
Our long-running Senior Problem Solving Challenge returned to in-person delivery with 26 schools competing with 59 teams of 6 students each. This was the last challenge set by our long-standing SATRO Associate Ian Wilson who now steps down after many years of creative problem setting. We thank him for his creative input.

We were also able to re-start and complete our Primary Energy Saving Challenge with the schools that started in 2020. The work in each of the 11 schools was led by the students. They had access to real-time data on their school's energy usage, thanks to our partner, Powercor, an energy efficiency company. They showed creativity and innovation in their ideas to reduce their carbon footprint both in school, within the wider school community and at home. In total, 10.5 tonnes of carbon was saved, demonstrating that the climate change challenge can be led by the younger generation.

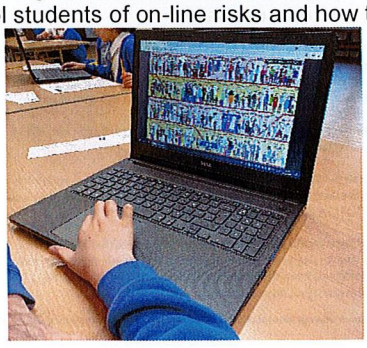






Erasmus

We were delighted to run pilot testing and training for parents, schools and students on our Erasmus CyberAdventure Game. We worked closely over 3 years on this with educational teams from Portugal, Spain and Lithuania gaining insight to education across Europe and providing our own experience of working across all educational settings and abilities. The activity was led by Aston University. The game is aimed at educating Primary School students of on-line risks and how to improve safety and is free to use as a resource for all.




Vocational Construction

Our construction tutors were extremely busy with many more schools looking for vocational pathways to re-engage students who found the re-integration back into education following the pandemic difficult. We taught over 450 students across the region and were pleased to award BTEC qualifications to 177 students completing their 1-year Award or 2-year Certificate. A further 139 continue their studies for the BTEC next year whilst others took part in our SEN SATRO Award or educational re-engagement vocational sessions.

We were pleased to share a case study with the Thames Valley Berkshire Local Skills Report:

Thames Valley Berkshire LEP

The building blocks for a better future

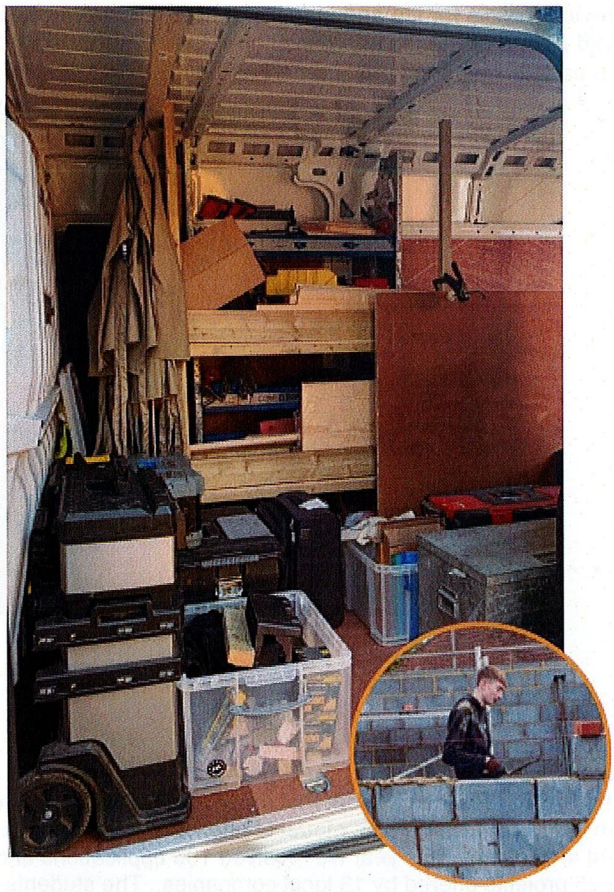
SATRO's mobile classrooms

An inspirational Construction programme is fostering inclusion and helping to fill the skills gap in Berkshire schools with funding from Thames Valley Berkshire LEP.

A collaboration between educational charity SATRO and the Shanly Foundation, the BTEC Level 1 Construction programme is aimed at giving disadvantaged students solid skills while raising their aspirations.

Kitted out with tools, equipment and training materials, SATRO's fleet of vans serve as mobile construction classrooms to deliver practical the hands-on construction training. SATRO's seventh and latest van was funded by Thames Valley Berkshire LEP. A two-year Certificate programme at Furze Platt School in Maidenhead is already seeing results. Taylor, pictured, completed his Certificate in July 2020 before undertaking a Brickwork apprenticeship. He has kept in touch with his tutor, Kevin, who inspired him to continue into the construction industry. Taylor recently sent this photo (inset) with the comment "Now building extension walls by myself!"

The Deputy Head of another Shanly-sponsored school programme said: "The SATRO construction course offers students real currency and enables them to succeed practically, setting them up as desirable candidates to progress onto college courses and apprenticeships. This is what vocational education should be!"



As ever in this programme, it is the students that tell their stories about the success of the programme in providing them a stepping stone in their vocational training. Epsom & Ewell reported an 80% success rate in students moving onto college in construction training using their SATRO portfolio of course work as a key input to their applications. A statistic we see across many of our sessions.

Case Study: Ashley was the only girl in the class at Furze Platt School to study construction. She has gone on to study A levels within the school and is hoping to go on to an advanced Apprenticeship in stage making in the film industry. She is giving up her time this year to mentor the students studying construction this year with SATRO as a role model as well as providing practical support to the sessions.

Case Study: Student X was disengaging from his education due to personal circumstances. He was introduced to our construction class by the school's inclusion team. His first term was a continual battle with challenging behaviour and non-attendance. However, with a bespoke approach and practical learning he started to excel, achieving a distinction in his first practical unit. Whilst staff were celebrating his achievement, he had to ask if that was good having never received such a mark! He has dedicated himself to achieving the 2 year certificate so that he can go onto college and has continued to receive distinction marks across his course work. He now has a confirmed place at college and a plan for a career in construction.

We also support special needs schools and an employability programme for learning disability young adults providing skills for life and independence. We were especially pleased to see the Halow project receive a Gold Award at the Guildford in Bloom Event in the "Best Site for Nature Conservation" with Birtley House for the badger hide they built as part of their SATRO sessions.

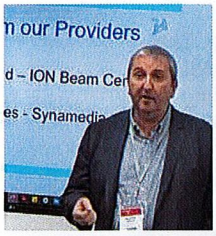


Employability

Research Work Placement programme

The SATRO Research Work Placements (RWP) programme has been running for many years. Now running with a hybrid, virtual/in-person, model of attendance, we have been able to extend this opportunity to more students and employers. This year we received 100 applications and offered 70 placements. In all, 58 students took part in 25 projects offered by 13 local companies. The students worked across a wide range of topics including quantum mechanics, Silicon enrichment methods, nature based solutions to biodiversity, viability of hydrogen fuel in transport, investing to mitigate climate change, calculation of carbon for net-zero house design and the impact of the pandemic and Ukraine on supply chain sustainability.

All students were encouraged to submit their work to the Crest Award Scheme, a nationally recognised scheme that inspires young people to think and behave like scientists and engineers. Some have already done this and received Gold awards. To showcase the work done by all our students, we held our first SATRO RWP celebration event. Attended by students, parents and participating companies and research organisations. It was very well received, as can be seen by the post from the CEO of the Surrey Research Park:











Grant Bourhill • 1st
Chief Executive Officer at Surrey Research Park
2d •

Simply wow! Last night I attended the **SATRO education charity** event, where a group of school students were presenting and discussing the results of their projects with employers.
These weren't teenagers that stared at their shoes when they spoke with you. No - these were highly engaging, bright, confident individuals that were passionate about their chosen subjects. Truly inspirational.
Great to see the work of **Anne Edward** and the team at Satro, alongside various employers such as **TRUEinvivo Limited**, in helping students make the transition from school.
So if you want to help the next generation with their career, please contact the team at Satro.
Let's reduce intergenerational unfairness and give something back (or should that be forward).

Student Feedback: Overall, I think I've gained a greater understanding of the climate crisis and the importance of the energy transition. Through this project, I've become more invested in climate change and genuinely enjoy finding out more about its solutions, which I hope I can somehow incorporate into my degree or future career. I think this was a great experience to learn more about real-world science and to also become more independent by managing my own deadlines.

Research Provider Feedback: I just wanted to say it was a pleasure meeting all of you. You are all very intelligent and have passion for the sciences. I am sure you will all succeed in your individual paths in life. I had a lot of fun working with you all and all of our interesting science conversations and I hope you've enjoyed your time at the Ion Beam Centre. You all should be very proud of yourselves as you've all completed uni-level/post-grad work.

Mentoring:
Mentoring was the programme most affected by the pandemic and we are pleased that this year, we have seen it return to a more normal footing with over 1,400 volunteer hours delivered. We also started a new programme at Rodborough School – supported by Waverley Borough Council and Thakeham. This brought our total programmes to nine this year.



Mentor training at Synamedia

Our corporate volunteers supported 78 students across the region with most meetings now face to face. The impact of the pandemic on young people has been particularly evident in this programme. Young people are facing many challenges after Covid: loss of confidence in the future and disengagement with school being very high up the list. School truancy levels have never been higher. The input from our mentors has, therefore, never been more important – helping their mentees to think about their futures and to put recent events into context. In response to this we have increased our support to mentors including a webinar on the education landscape.

Student Feedback on what was the best thing about having a mentor:

- "feeling safe to talk about my worries and being able to ask silly questions"
- "helped me understand what I need to do to achieve my maximum potential"
- "being able to talk about what I'm struggling with and getting the help and support I needed"
- "talking about any problems that you have including plans for the future and studying"

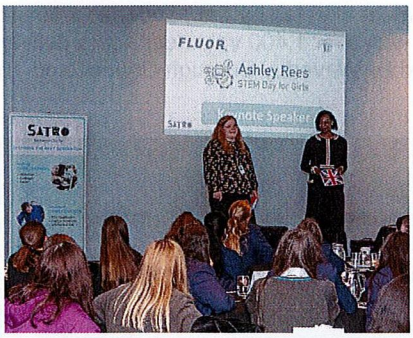
Mentor Feedback to the question 'What do you most enjoy about mentoring?'

- "Finding the connection that enables the relationship"
- "The fact that some of the students really have no one to talk to or let off steam too. Seeing them flourish – hopefully!"
- "To show up for a teenager looking for clarity, and provide a safe space to allow them to express themselves, be vulnerable and trust guidance given. This hopefully will shape their view of the adult world with more confidence."

Careers & Enterprise

There was an increased demand for support in the careers and employability area as schools recognised the opportunities lost by students who were making choices for exams or next steps after school. At the same time, the impact of the pandemic was still evident in this programme where the involvement of a wide range of volunteers from business was still difficult due to many working from home and the need for extended risk assessments. We worked hard to ensure that we could deliver within these constraints where we could, with staff stepping in to support with unexpected drop-outs due to COVID. Activities included careers networking events, corporate challenges and our ever popular Business & Enterprise Game.





We continue to develop the integration of employability skills into this programme building on our SkillsBuilder partnership.

VOLUNTEERS

We were pleased that the number of hours donated to SATRO by volunteers have returned to pre-pandemic levels. That is 3998 hours or nearly 500 full work days which with the median UK wage for full-time employees for 2022 is equivalent to £8,500 donated in-kind.

Volunteers come from the community, corporate and public body partners and through the school's own parent networks. Whilst we continued to deliver virtually in some areas the vast majority of the time donated was in-person at school events.

We were pleased to be invited to the Surrey University Showcase 2022 to present a talk on 'Why Volunteering Matters in Education Today and for our Future'. This was very well received by university staff, students and companies and is available to watch on our website on the volunteering page.



We have also had the opportunity to attend events to showcase this. These included with corporate partners, the High Sheriff of Surrey and our local community networks.

Our volunteers are a fundamental part of what we bring to young people across. They inspire with their personal experiences, guide with examples of their own career pathways, mentor and challenge students to open their minds and be aspirational. Not only, they support our tutors with the hands-on practical elements of workshops and events. In return we ensure that they receive the information, training or briefings they need to take part in what we do. In addition, by ensuring that each event is led by a SATRO member of staff our volunteers can be sure that they are supported on the day. We provide feedback on impact and regularly seek volunteer input on their experience with SATRO and what we can do to improve.

WORK EXPERIENCE STUDENTS

SATRO again welcomed work experience students from local schools during the year to gain an understanding of the work we do, support delivery into schools and contribute to the ongoing development of our workshops. The four that joined us for a week each this year were able to gain an understanding of the work environment, working within a team, key skills including communication, presentation, teamwork, problem-solving and creativity. At the same time they bring to us the voice, outlook and experience of the students with whom we work. There are clear benefits both to those that take part and to us an educational charity and we value their input and commitment to our values.

SUPPORTERS

We would like to thank our many financial supporters, both for their funding and the support they provide through staff volunteering. Their generosity and support ensures that we can deliver our programmes across the region.

Charitable Trusts

- Armourers & Brasiers
- Berkshire Community Foundation
- Blue Spark Foundation
- Community Foundation for Surrey
- CP Charitable Trust
- Edward Gostling Foundation
- Garfield & Weston Foundation
- Guildford Poyle
- Heathrow Community Trust
- Henry Smith Foundation
- Ogden Trust
- Shanly Foundation
- St Faith's Trust
- Synopsis
- The Coleman Trust
- The Manly Trust
- Walton Charity

Corporate Sponsors

- Air Products
- Allianz
- Alliots
- BAE
- Beard Construction
- Brewers
- BCS Berkshire
- CarVal Investors
- CISCO
- CNOOC
- COINS
- Cold Fuzion
- Fluor
- Points Align
- Powercor
- Roke
- Sanofi
- Synamedia
- Synopsis
- TT Electronics
- UNUM

Public Sector Sponsors

- Erasmus +
- HEON
- Reigate & Banstead Borough Council
- Waverley Borough Council
- Thames Valley Berkshire LEP

Individual Sponsors

We also thank our many individual sponsors who loyally support so many of our programmes.

Volunteers

We engage volunteers from across our local community, parents, businesses and research organisations. We would like to thank them all for the most precious of gifts, their time. Also in addition to the volunteers from the corporates above who are also financial supporters we would like to thank those who supported a number of our events from:

- Arcadis
- ANS
- ATP Technical
- BAM Construction
- Checkpoint
- Exxon Mobil
- Guildford Borough Council
- Legal & General
- KPMG
- Nature Metrics
- NPL
- Pfizer
- RHS Wisley
- Rotary Clubs
- SNCLavalin
- SThree
- Surrey Ion Beam Centre
- Surrey University
- Surrey Wildlife Trust
- Thakeham
- Thames Water
- Wilmot Dixon

STRUCTURE, GOVERNANCE AND MANAGEMENT

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by its Memorandum and Articles of Association and governed by the Board of Trustees. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown on page 1.

Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the charity's memorandum and articles of association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or the Managing Director. They are initially offered the opportunity to observe a board meeting and are interviewed by the Managing Director and Chairman. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. Trustee objectives are set by the Chairman and performance against these is reviewed annually at a Trustee Appraisal with the Chairman.

All Trustees are regularly offered and encouraged to participate in SATRO's school activities.

All Trustees are required to provide information on potential conflicts of interests and related parties. A Conflicts of Interest Policy is in place to ensure management of any conflicts.

The board ensures that all its activities operate in compliance with all relevant UK legislation and regulation. Its work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance against it. Matters reserved for the board are set out clearly and include the appointment of a Managing Director who is responsible for the day to day running of the organisation.

The board has appointed three standing committees comprising trustee members:

- Finance Committee – with responsibilities to review financial and operational performance, external audit reports and advise the board on matters of internal control and financial governance.
- Risk Committee – with responsibilities to generate and review the risk register and associated policies and procedures and to make recommendations to the board.
- Staffing Committee – with responsibilities to review staffing policies, staff salaries and HR issues.

The Trustees consider the main risk to the company being:

- Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity;
- Staffing issues within a small team and adequate back-up for front-line staff;
- A Safeguarding incident which affects the reputation of a key individual or the charity;
- Financial Control of overhead and management costs within the current challenges of the charitable sector.

All risks are reviewed on a regular basis so that corrective action can be taken where necessary.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr H Railton (Chairman)
Mr D Anthony
Mr D Brockes (Resigned 25 May 2022)
Mrs S Flew
Mrs P Gough
Mr D Leyshon
Dr J Preston
Mr A Sanderson
Mr O Chun

Employees

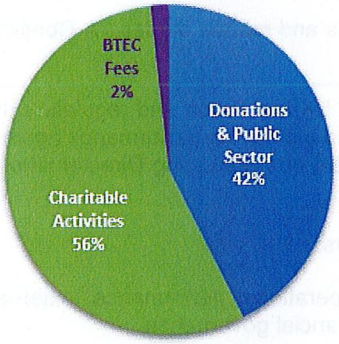
SATRO had no employees receiving in excess of £60,000 p.a. in 2020/21. The Managing Director is not a Trustee and does not have the responsibilities of a statutory director.

We would like to take this opportunity to thank all our staff who have shown resilience, flexibility and determination to ensure the success of the charity through yet another challenging year for everyone.

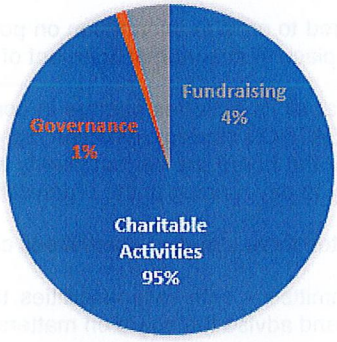
Financial review

Income totaled £658,909 (£683,884 in 2021) we have continued to balance our income sources to provide the Charity with a sustainable platform on which to plan for the future.

Total expenditure was £605,970 (£537,331 in 2021) which reflects increase in costs, the cancellations of some events due to COVID and a sustained prudence in overhead and operational costs.



Where our income came from



How our income was spent

SATRO finished another challenging year with a surplus of £52,939. This was due to the charity continuing to be run on a cost-saving operational scenario with reduced staff and overheads, all of which made significant savings. This approach was implemented during the pandemic to ensure the survival of the charity but it is now time to look forward to a sustainable future of the charity in the long term. As such we are now planning a period of investment for the future. This will see us plan our annual budgets to utilise surplus to recruit key positions back into the organisation to provide the breadth, depth and quality we seek from the team so we can successfully deliver our charitable aims.

Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the company's banker. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

Following a detailed assessment of the operations and financial risks of SATRO, including assessment of the reliability of future funding sources, the cost base and any financial commitments, the Trustees have established a Reserves Policy based on maintaining the reserves at a level which allows for sufficient funding to manage the organisation in an orderly manner through any short-to-medium term operating difficulties. In setting a target level of reserves, the Trustees consider it appropriate to relate them to core operating costs and to ensure continuity in completing educational commitments for students. This is what SATRO would be required to cover in the event of a decline in activity levels and/or funding shortfall.

Subject to annual review and effective interim monitoring of the financial situation, the Trustees consider that maintaining free unrestricted reserves (general reserves less funds not readily available for spending eg. Fixed assets) at a minimum level equivalent to six months of prospective core operating costs as being adequate and justifiable. Based on our financial plan for 2022/23, Trustees continue to consider £218,822 the necessary free reserves at the year end sufficient to meet this requirement whilst allowing us to continue the strategy for future development. Overall, the free reserves at the year end are £299,622.

Going Concern

The Trustees recognise that the coming years will be difficult for funding but are reassured by the income from services which continues to be strong due to the need from schools. The prudent steps taken to reduce operating costs during the pandemic and create a healthier income balance between donations and service income will allow us to provide a stable base for longer term planning.

We are now in the second year of our 3-year strategy where we plan to focus on our place as a charitable provider in our region, working in education and as a business and charity partner. Our work will concentrate on the quality, reach and impact of what we deliver. This will involve investment for the future whilst continuing our tight management of income and costs.

The Trustees will continue to regularly review financial forecasts against the budget to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

Auditor

Alliotts LLP have indicated their willingness to continue in office as the charity's auditor and a formal resolution proposing their reappointment will be put forthcoming Annual General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

.....

Mr H Railton (Chairman)

Chairman

Dated: 26 JAN 2023

Charity registration number 1040572

Company registration number 02957349 (England and Wales)

SURREY SATRO

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

SURREY SATRO

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr H Railton (Chairman)	
	Mr D Anthony	(Resigned 22 November 2022)
	Mr D Brockes	(Resigned 25 May 2022)
	Dr S Flew	
	Mrs P Gough	
	Mr D Leyshon	
	Dr J Preston	
	Mr A Sanderson	
	Mr O Chun	
	Mr S Patel	(Appointed 29 November 2022)
	Mr P Garrett	(Appointed 8 November 2022)
Managing Director	Mrs A Edward	
Charity number	1040572	
Company number	02957349	
Registered office	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford Surrey GU2 7YE	
Independent examiner	Alliotts LLP Friary Court 13-21 High Street Guildford Surrey GU1 3DL	
Bankers	NatWest Bank Guildford High Street (A) Branch 151 Guildford High Street Guildford GU1 3AH	

SURREY SATRO

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SURREY SATRO

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SURREY SATRO

I report to the Trustees on my examination of the financial statements of Surrey Satro (the charity) for the year ended 31 August 2022.

Responsibilities and basis of report

As the Trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Christopher Cairns BSc FCA

Alliotts LLP
Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

Dated: ....14.12.23..

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Current financial year

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	3	28,692	251,882	280,574	403,589
Charitable activities	4	378,139	-	378,139	280,248
Investments	5	196	-	196	47
Total income		407,027	251,882	658,909	683,884
Expenditure on:					
Raising funds	6	26,026	-	26,026	20,363
Charitable activities	7	275,184	304,760	579,944	516,968
Total expenditure		301,210	304,760	605,970	537,331
Net income/(expenditure) for the year/ Net movement in funds		105,817	(52,878)	52,939	146,553
Fund balances at 1 September 2021		248,403	124,306	372,709	226,156
Fund balances at 31 August 2022		354,220	71,428	425,648	372,709

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

Prior financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:					
Donations and legacies	3	89,133	-	314,456	403,589
Charitable activities	4	280,248	-	-	280,248
Investments	5	47	-	-	47
Total income		369,428	-	314,456	683,884
Expenditure on:					
Raising funds	6	20,363	-	-	20,363
Charitable activities	7	225,866	-	291,102	516,968
Total expenditure		246,229	-	291,102	537,331
Gross transfers between funds		18,000	(18,000)	-	-
Net income/(expenditure) for the year/ Net movement in funds		141,199	(18,000)	23,354	146,553
Fund balances at 1 September 2020		107,204	18,000	100,952	226,156
Fund balances at 31 August 2021		248,403	-	124,306	372,709

SURREY SATRO

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	**12**		54,598		29,581
Current assets					
Debtors	**13**	27,080		12,467	
Cash at bank and in hand		406,355		406,088	
		433,435		418,555	
Creditors: amounts falling due within one year	**14**	(62,385)		(75,427)	
Net current assets			371,050		343,128
Total assets less current liabilities			425,648		372,709
Income funds					
Restricted funds	**16**		71,428		124,306
Unrestricted funds			354,220		248,403
			425,648		372,709

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2022.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on .....

.....
Mr H Railton (Chairman)
Trustee

Company registration number 02957349

SURREY SATRO

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	**20**		43,291		107,311
Investing activities					
Purchase of tangible fixed assets		(43,220)		-	
Investment income received		196		47	
Net cash (used in)/generated from investing activities			(43,024)		47
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			267		107,358
Cash and cash equivalents at beginning of year			406,088		298,730
Cash and cash equivalents at end of year			406,355		406,088

1 Accounting policies

Charity information

Surrey Satro is a private company limited by guarantee incorporated in England and Wales. The registered office is Surrey Technology Centre, 40 Occam Road, Surrey Research Park, Guildford, Surrey. GU2 7YG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised when a liability is incurred. It is allocated to charitable activity where the costs incurred relate directly to that activity. However, the cost of overall direction and administration on each activity, comprising salaries and office costs, is apportioned based on direct effort deployed.

Cost of raising funds comprises the costs associated with attracting voluntary income.

1 Accounting policies **(Continued)**

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity including audit fees and other costs linked to the strategic management of the charity. These costs are included within expenditure on charitable activities as support costs.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; other are apportioned on an appropriate basis such as staff time or estimated usage.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

1 Accounting policies **(Continued)**

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The charity applies some judgement to the timing of income recognition in respect of specific funding for events and activities scheduled to take place or to be completed after the year end.

3 Donations and legacies

	Unrestricted funds general 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Donations and gifts	28,692	251,882	280,574	356,826
Legacies received	-	-	-	46,763
	28,692	251,882	280,574	403,589

4 Charitable activities

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Schools and colleges	366,543	272,334
Other income	11,596	7,914
	378,139	280,248

5 Investments

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Interest receivable	196	47

6 Raising funds

	Unrestricted funds general 2022 £	Unrestricted funds general 2021 £
Fundraising and publicity		
Staff costs	25,983	20,336
Support costs	43	27
Fundraising and publicity	26,026	20,363
	26,026	20,363

7 Charitable activities

	STEM	Construction	Employability	Total 2022	Total 2021
	£	£	£	£	£
Staff costs	76,658	253,272	35,731	365,661	331,228
Depreciation	-	18,203	-	18,203	9,845
Associates	3,949	-	-	3,949	20,296
Motor & Travel	4,498	25,202	398	30,098	17,187
Materials & Tools	14,091	21,504	24	35,619	24,890
Office	2,909	11,035	-	13,944	13,584
Other	4,990	14,511	677	20,178	13,526
	107,095	343,727	36,830	487,652	430,556
Share of support costs (see note 8)	19,342	60,193	6,450	85,985	75,960
Share of governance costs (see note 8)	971	4,820	516	6,307	10,452
	127,408	408,740	43,796	579,944	516,968
Analysis by fund					
Unrestricted funds - general	16,955	251,263	6,966	275,184	225,866
Restricted funds	110,453	157,477	36,830	304,760	291,102
	127,408	408,740	43,796	579,944	516,968

The charity's main areas of activity are:

STEM - Programmes of activities, challenge and events in Science, Technology, Engineering and Maths (STEM) related activities.

Construction - The delivery of training via a fleet of mobile classrooms in Construction and Building Services skills.

Employability - Careers, Mentoring, Business and Skills learning.

8 Support costs

	Support costs	Governance costs	2022	2021
	£	£	£	£
Staff costs	41,164	-	41,164	28,440
Motor & Travel	-	-	-	412
Office	22,241	-	22,241	40,709
Other	22,623	429	23,052	8,288
Operating lease payments	-	-	-	1,048
Audit and accountancy	-	5,878	5,878	7,542
	86,028	6,307	92,335	86,439
Analysed between				
Fundraising	43	-	43	27
Charitable activities	85,985	6,307	92,292	86,412
	86,028	6,307	92,335	86,439

Governance costs includes payments for an independent examination of £2,556 (Audit 2021- £4,970).

9 Net movement in funds

	2022	2021
	£	£
Net movement in funds is stated after charging/(crediting)		
Depreciation of owned tangible fixed assets	18,203	9,845

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2021: Nil)

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Administration	2	2
Activity support	5	4
Tutors	10	8
	17	14

The full time equivalent number of employees in the year was 10 (2021: 10).

Employment costs	2022 £	2021 £
Wages and salaries	394,163	337,473
Social security costs	30,007	27,128
Other pension costs	8,638	7,732
Termination payments	-	7,671
	432,808	380,004

Included in termination payments are non-statutory severance payments totalling £nil (2021: £nil).

There were no employees whose annual remuneration was £60,000 or more (2021: none).

12 Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
Cost			
At 1 September 2021	2,106	97,729	99,835
Additions	-	43,220	43,220
At 31 August 2022	2,106	140,949	143,055
Depreciation and impairment			
At 1 September 2021	2,106	68,148	70,254
Depreciation charged in the year	-	18,203	18,203
At 31 August 2022	2,106	86,351	88,457
Carrying amount			
At 31 August 2022	-	54,598	54,598
At 31 August 2021	-	29,581	29,581

13 Debtors

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	16,686	8,193
Prepayments and accrued income	10,394	4,274
	27,080	12,467

14 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		7,998	9,323
Deferred income	15	43,300	52,410
Trade creditors		2,765	2,986
Other creditors		1,511	2,988
Accruals and deferred income		6,811	7,720
		62,385	75,427

15 Deferred income

	2022 £	2021 £
Other deferred income	43,300	52,410

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	43,300	52,410
Movements in the year:		
Deferred income at 1 September 2021	52,410	115,098
Released from previous periods	(9,110)	(62,688)
Deferred income at 31 August 2022	43,300	52,410

At the balance sheet date the charity was holding funds received in advance for workshops and events to be held in the future.

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 September 2020	Incoming resources	Resources expended	Balance at 1 September 2021	Incoming resources	Resources expended	Balance at 31 August 2022
	£	£	£	£	£	£	£
STEM Programme Fund	37,652	143,427	(107,738)	73,341	105,267	(155,714)	22,894
Mobile Classroom Fund	-	110,599	(110,599)	-	84,104	(84,104)	-
Mentoring Fund	8,490	40,430	(42,920)	6,000	40,770	(46,770)	-
Mobile Van Capital Fund	-	20,000	(20,000)	-	-	-	-
Fixed Assets Grants reserve	54,810	-	(9,845)	44,965	21,741	(18,172)	48,534
	100,952	314,456	(291,102)	124,306	251,882	(304,760)	71,428

The STEM Programme Fund is made available to help promote and deliver a variety of STEM activities with schools.

The Mobile Classroom Fund is to support the delivery of training to schools and youth groups in Construction and Building Services through the Mobile Classrooms programme.

The Mentoring Fund supports the programme providing support to students aged 14-16 who are not reaching their full potential at school, providing regular one-to-one coaching sessions from trained volunteers.

The Mobile Van Capital Fund represents donations received specifically to help fund the replacement of a Mobile Classrooms in future. When a van is purchased the value is transferred to the Fixed Assets Grants reserve to cover depreciation.

The Fixed Assets Grants reserve represents the balance of funding for the replacement of Mobile Classrooms in future periods, recognised as income through the SOFA in previous years and subsequently amortised through Outgoing Resources.

17 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 August 2022 are represented by:						
Tangible assets	54,598	-	54,598	29,581	-	29,581
Current assets/(liabilities)	299,622	71,428	371,050	218,822	124,306	343,128
	354,220	71,428	425,648	248,403	124,306	372,709

18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	1,048	1,048
Between two and five years	523	1,570
	1,571	2,618

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	44,134	47,582

There were no other related party transactions during the year (2021: none).



20	Cash generated from operations	2022 £	2021 £
	Surplus for the year	52,939	146,553
	Adjustments for:		
	Investment income recognised in statement of financial activities	(196)	(47)
	Depreciation and impairment of tangible fixed assets	18,203	9,845
	Movements in working capital:		
	(Increase)/decrease in debtors	(14,613)	18,704
	(Decrease) in creditors	(3,932)	(5,056)
	(Decrease) in deferred income	(9,110)	(62,688)
	Cash generated from operations	43,291	107,311

21 Analysis of changes in net funds

The charity had no debt during the year.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note to the financial statements and comply with the charity's memorandum and articles, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

OBJECTIVES AND ACTIVITIES

SATRO is a long established educational charity working across South Central England. We work in schools, partnering with employers to bring inspirational learning to students of all abilities and backgrounds.

We have three key areas of focus:

- **STEM Education**: delivering in-school workshops, multi-school challenges and events, and research projects. These bring STEM learning and careers to life for students from Primary to Post-16.
- **Vocational Construction**: delivering BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.
- **Employability & Skills**: delivering careers, enterprise and skills workshops and mentoring partnerships which challenge perceptions and prepare students for their next steps in education, training or employment.

All areas of our work directly involve employers in the development of real-world experience and career understanding, including the involvement of staff as volunteers in delivery.

We offer our services to all types of schools and students of all abilities - accepting every student for who they are. We provide a full service to schools from booking, to the provision of all materials & equipment required on the day, administration of volunteers and delivery which is led by experienced tutors. We measure impact and feedback for all interventions with input from students, teachers and volunteers.

As a charity, we engage with charitable trusts, individual donors and corporate responsibility programmes. A key focus for us as a charity is to bring our work to those lacking access to opportunities in our three key programme areas.

Charitable Objectives as set out in the memorandum and articles (1994):

The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit
The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to the Charity commissioner's guidance when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VISION & STRATEGY

Our Vision: That all young people in our region are given the opportunity to be inspired to improve their understanding of STEM and Construction, and to gain experience of Employability Skills as they consider a breadth of careers for the future.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Our Mission: SATRO delivers hands-on workshops, events, challenges and vocational qualifications in STEM with a core of business and employability skills. These are led by SATRO tutors and involve volunteers from industry and our local communities who provide an opportunity for young people to learn more about the workplace and can challenge perceptions of future careers.

Our Three Year Strategy:
We are in the second year of a three academic year strategy in which we intend to build on our core delivery using the innovative approaches developed through the pandemic as we put in place a longer term strategy for the future. Our aim is to continue our development as a strong regional educational partner to schools and businesses that has a solid income base of both service income and charitable funding.

- **2021-22 Consolidate and review** as we examine the impact of the pandemic on education, the corporate and charity landscape. Consolidating our staffing structure to support operations and continue the innovation of our services.
- **2022-23 Continuous improvement** of SATRO's place as a charitable provider in our region working in education and as a business and charity partner. Focusing on the quality, reach and impact of what we deliver.
- **2023-24 Implementation of a structured longer term development plan** building further on our strong regional foundation and creating strong partnerships for the future.

Factors Affecting Performance

This year has seen a continuation of the impact of the pandemic on our work. This has included the cancellation of events in schools due to high Covid levels, and working from home for many of our corporate partners affecting their ability to volunteer. That said the SATRO team have delivered in-person throughout the academic year and staff have shown great flexibility and dedication by stepping in to support events at short notice where volunteers or businesses have been unable to attend.

We continue to see a decline in our range of charitable funders as many have re-focused their charitable aims to the most vulnerable in society. Also some have reduced or closed their applications due to the impact of the current situation on their own operations. In addition, many corporate partners have seen an impact on their funding, outreach and volunteering support due to costs and operational difficulties.

Our decisions to reduce our core operational costs, including a reduction in office space and not recruiting positions left vacant by leavers, has allowed us to continue successfully in meeting our mission. We do, however, recognise that this is not a sustainable situation in the longer term and we are now planning investment for the future as we move forward.

Looking Forward to our Objectives for Academic Year 2022-23
Following a prolonged period in which our concentration has been on delivery within the operational constraints of the pandemic, including delivery and funding, it is time to look forward. Our objectives for this academic year are to focus on the educational and regional skills landscape, re-kindle our partnerships with industry, research and business and focus on the needs of the students most impacted over the last few years.

The key objectives are:

- To invest and strengthen our core team to provide the capacity to work actively with schools, our corporate partners and volunteers and to meet the increased demand for our services.
- To continue our core focus on the quality of our delivery and extend our offer to meet the current needs of schools and students. As part of this, we will take an active role in the regional skills agenda.
- To rebuild our partnerships, review and seek additional funding to support our charitable aims and continue to balance this with service income generation for longer term sustainability.

As part of this we are an increasingly active member of local networks including the Skills Builder Partnership, Surrey Research Park Talent Working Group and Sustainability Group, Surrey Chamber of Commerce, Surrey Charity CEO network and we are engaging with the Local Enterprise Partnerships across our region (Surrey, Hampshire, Sussex, Berkshire).

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

ACHIEVEMENTS AND PERFORMANCE 2021/22

The academic year 2021/22 saw the return to more normal delivery in schools following the impact of the pandemic on education. We delivered a full year of workshops, events and qualifications in all programme areas and continued to expand our range of offers to schools.



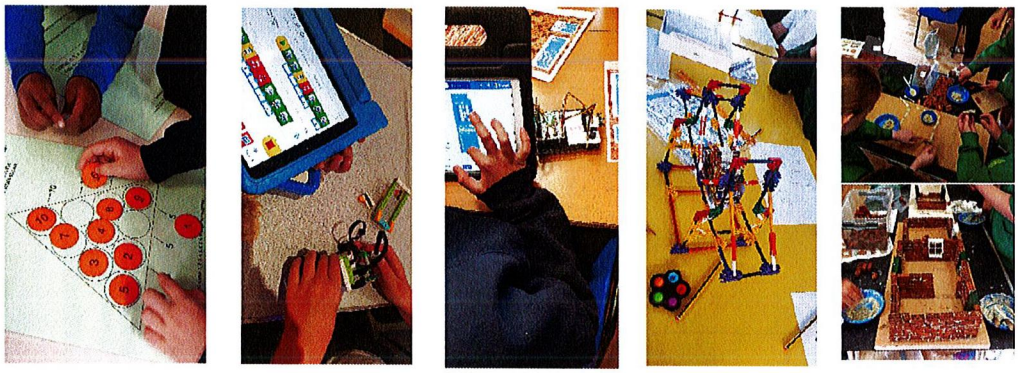
We were particularly pleased to see our volunteer base from industry and our local community returning both in-person and online across all our programmes. This input is vital to inspire students to discover new careers and challenge their perceptions of the world of work.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

STEM

Workshops
This year saw the expansion of our STEM offer to schools across a wider range of topics supporting the curriculum particularly in Primary Schools. We also expanded our offer down to Key Stage 1 students.



New activities included Hydrogen as a fuel for the future, Health, Insects, Forces and Magnets. We continue to extend our range of exciting equipment and resources deployed into schools examples of which are given below:



For the first time, we launched a series of workshops and an in-person events for children of all ages that are being home-educated either through choice or who are unable to attend school for whatever reason. This was particularly popular and over 85 attended the full-day event held at Brookland's Museum. Activities on the day included coding, health and a very popular Crime Scene Investigation challenge.

We extended our offer to special needs education settings where students often miss the input of science and technology within their curriculum.

We continue to integrate Sustainability into more of our workshops. For example, our structures workshop is now based on sustainable development of Sports Stadiums. We have also achieved SkillsBuilder Impact accreditation for our STEM workshops as we increasingly build the framework across our delivery.



TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

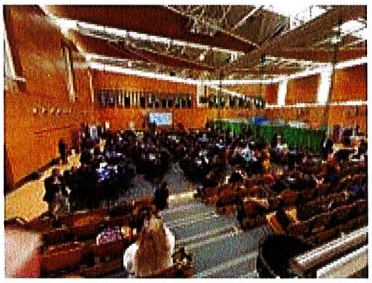


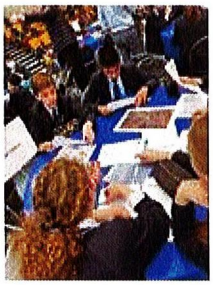


SATROfest

We returned to delivering of our own STEM festival this year with an updated format and new workshops to inspire the students. We included a new careers challenge based on a humanitarian project that was researched in our 2021 Summer placement scheme. We added workshops with industry partners including Pfizer and Air Products, presented our Summer Research Project results and welcomed companies to inspire students with hands-on activities.

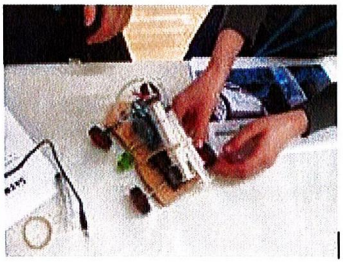
235 students attended, aged 12 – 14, of whom over 15% were identified as disadvantaged or special needs. The event was a great success and we thank ACS Cobham for hosting the event for us.



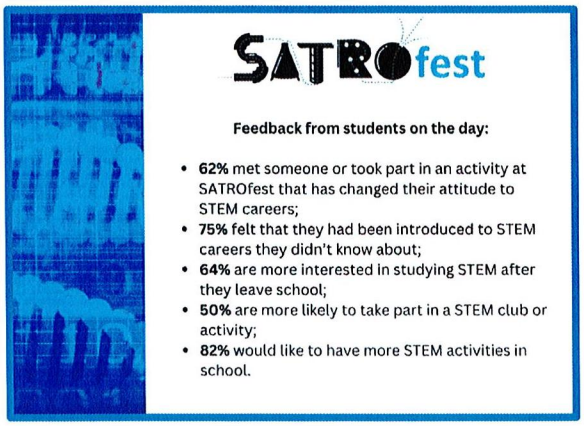


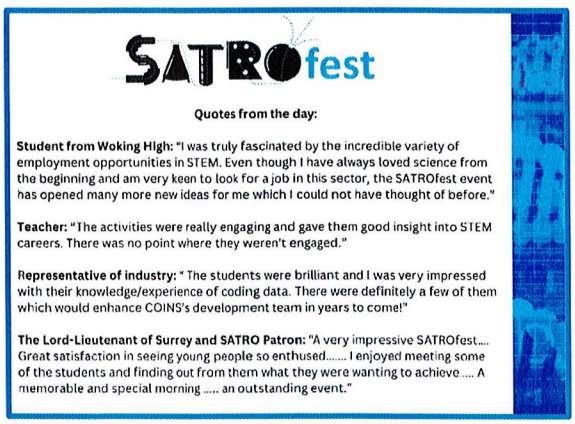












TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

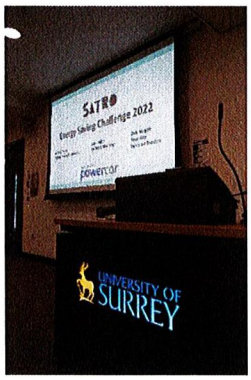
We ran a number of specific Science Fairs for primary school students to extend the knowledge of careers in STEM and introduce them to employees in industry. These are particularly popular with secondary schools engaging primary feeder schools and as part of their outreach.

Challenges
Our long-running Senior Problem Solving Challenge returned to in-person delivery with 26 schools competing with 59 teams of 6 students each. This was the last challenge set by our long-standing SATRO Associate Ian Wilson who now steps down after many years of creative problem setting. We thank him for his creative input.





We were also able to re-start and complete our Primary Energy Saving Challenge with the schools that started in 2020. The work in each of the 11 schools was led by the students. They had access to real-time data on their school's energy usage, thanks to our partner, Powercor, an energy efficiency company. They showed creativity and innovation in their ideas to reduce their carbon footprint both in school, within the wider school community and at home. In total, 10.5 tonnes of carbon was saved, demonstrating that the climate change challenge can be led by the younger generation.







Erasmus
We were delighted to run pilot testing and training for parents, schools and students on our Erasmus CyberAdventure Game. We worked closely over 3 years on this with educational teams from Portugal, Spain and Lithuania gaining insight to education across Europe and providing our own experience of working across all educational settings and abilities. The activity was led by Aston University. The game is aimed at educating Primary School students of on-line risks and how to improve safety and is free to use as a resource for all.




TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Vocational Construction

Our construction tutors were extremely busy with many more schools looking for vocational pathways to re-engage students who found the re-integration back into education following the pandemic difficult. We taught over 450 students across the region and were pleased to award BTEC qualifications to 177 students completing their 1-year Award or 2-year Certificate. A further 139 continue their studies for the BTEC next year whilst others took part in our SEN SATRO Award or educational re-engagement vocational sessions.

We were pleased to share a case study with the Thames Valley Berkshire Local Skills Report:

Thames Valley Berkshire LEP

The building blocks for a better future

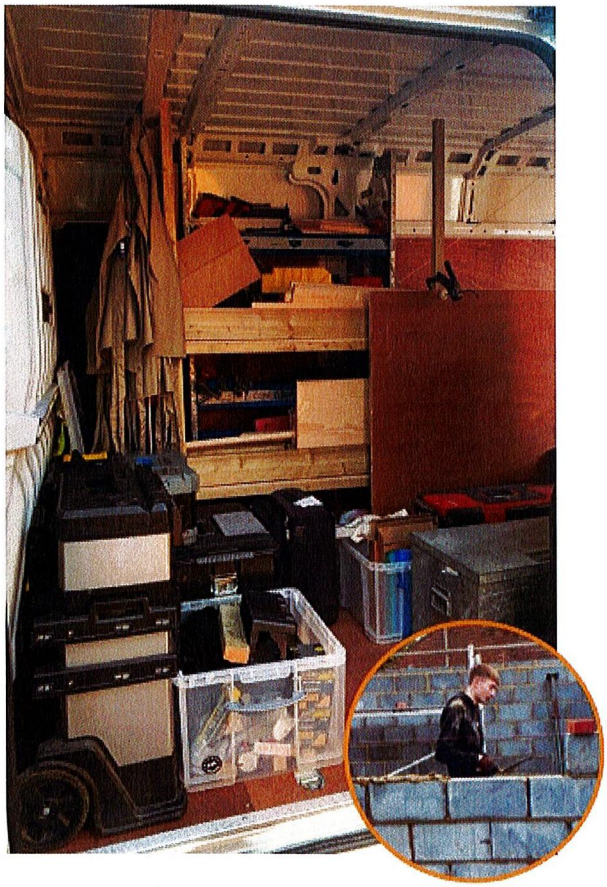
SATRO's mobile classrooms

An inspirational Construction programme is fostering inclusion and helping to fill the skills gap in Berkshire schools with funding from Thames Valley Berkshire LEP.

A collaboration between educational charity SATRO and the Shanly Foundation, the BTEC Level 1 Construction programme is aimed at giving disadvantaged students solid skills while raising their aspirations.

Kitted out with tools, equipment and training materials, SATRO's fleet of vans serve as mobile construction classrooms to deliver practical the hands-on construction training. SATRO's seventh and latest van was funded by Thames Valley Berkshire LEP. A two-year Certificate programme at Furze Platt School in Maidenhead is already seeing results. Taylor, pictured, completed his Certificate in July 2020 before undertaking a Brickwork apprenticeship. He has kept in touch with his tutor, Kevin, who inspired him to continue into the construction industry. Taylor recently sent this photo (inset) with the comment "Now building extension walls by myself!"

The Deputy Head of another Shanly-sponsored school programme said: "The SATRO construction course offers students real currency and enables them to succeed practically, setting them up as desirable candidates to progress onto college courses and apprenticeships. This is what vocational education should be!"



As ever in this programme, it is the students that tell their stories about the success of the programme in providing them a stepping stone in their vocational training. Epsom & Ewell reported an 80% success rate in students moving onto college in construction training using their SATRO portfolio of course work as a key input to their applications. A statistic we see across many of our sessions.

Case Study: Ashley was the only girl in the class at Furze Platt School to study construction. She has gone on to study A levels within the school and is hoping to go on to an advanced Apprenticeship in stage making in the film industry. She is giving up her time this year to mentor the students studying construction this year with SATRO as a role model as well as providing practical support to the sessions.

Case Study: Student X was disengaging from his education due to personal circumstances. He was introduced to our construction class by the school's inclusion team. His first term was a continual battle with challenging behaviour and non-attendance. However, with a bespoke approach and practical learning he started to excel, achieving a distinction in his first practical unit. Whilst staff were celebrating his achievement, he had to ask if that was good having never received such a mark! He has dedicated himself to achieving the 2 year certificate so that he can go onto college and has continued to receive distinction marks across his course work. He now has a confirmed place at college and a plan for a career in construction.

We also support special needs schools and an employability programme for learning disability young adults providing skills for life and independence. We were especially pleased to see the Halow project receive a Gold Award at the Guildford in Bloom Event in the "Best Site for Nature Conservation" with Birtley House for the badger hide they built as part of their SATRO sessions.



Employability

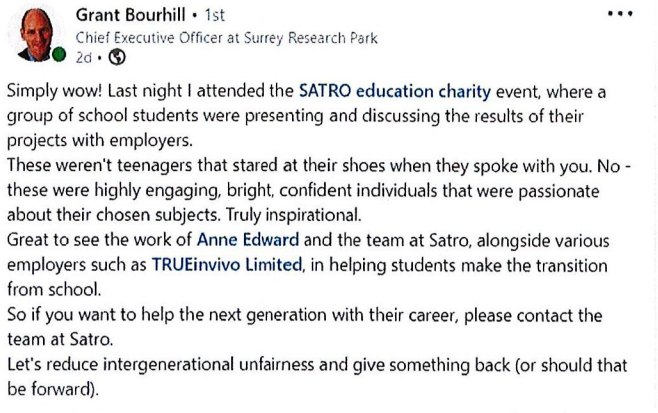
Research Work Placement programme
The SATRO Research Work Placements (RWP) programme has been running for many years. Now running with a hybrid, virtual/in-person, model of attendance, we have been able to extend this opportunity to more students and employers. This year we received 100 applications and offered 70 placements. In all, 58 students took part in 25 projects offered by 13 local companies. The students worked across a wide range of topics including quantum mechanics, Silicon enrichment methods, nature based solutions to biodiversity, viability of hydrogen fuel in transport, investing to mitigate climate change, calculation of carbon for net-zero house design and the impact of the pandemic and Ukraine on supply chain sustainability.

All students were encouraged to submit their work to the Crest Award Scheme, a nationally recognised scheme that inspires young people to think and behave like scientists and engineers. Some have already done this and received Gold awards. To showcase the work done by all our students, we held our first SATRO RWP celebration event. Attended by students, parents and participating companies and research organisations. It was very well received, as can be seen by the post from the CEO of the Surrey Research Park:

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022





Grant Bourhill • 1st
Chief Executive Officer at Surrey Research Park
2d •

Simply wow! Last night I attended the SATRO education charity event, where a group of school students were presenting and discussing the results of their projects with employers.
These weren't teenagers that stared at their shoes when they spoke with you. No - these were highly engaging, bright, confident individuals that were passionate about their chosen subjects. Truly inspirational.
Great to see the work of Anne Edward and the team at Satro, alongside various employers such as TRUEinvivo Limited, in helping students make the transition from school.
So if you want to help the next generation with their career, please contact the team at Satro.
Let's reduce intergenerational unfairness and give something back (or should that be forward).

Student Feedback: Overall, I think I've gained a greater understanding of the climate crisis and the importance of the energy transition. Through this project, I've become more invested in climate change and genuinely enjoy finding out more about its solutions, which I hope I can somehow incorporate into my degree or future career. I think this was a great experience to learn more about real-world science and to also become more independent by managing my own deadlines.

Research Provider Feedback: I just wanted to say it was a pleasure meeting all of you. You are all very intelligent and have passion for the sciences. I am sure you will all succeed in your individual paths in life. I had a lot of fun working with you all and all of our interesting science conversations and I hope you've enjoyed your time at the Ion Beam Centre. You all should be very proud of yourselves as you've all completed uni-level/post-grad work.

Mentoring:
Mentoring was the programme most affected by the pandemic and we are pleased that this year, we have seen it return to a more normal footing with over 1,400 volunteer hours delivered. We also started a new programme at Rodborough School – supported by Waverley Borough Council and Thakeham. This brought our total programmes to nine this year.



Mentor training at Synamedia

Our corporate volunteers supported 78 students across the region with most meetings now face to face. The impact of the pandemic on young people has been particularly evident in this programme. Young people are facing many challenges after Covid: loss of confidence in the future and disengagement with school being very high up the list. School truancy levels have never been higher. The input from our mentors has, therefore, never been more important – helping their mentees to think about their futures and to put recent events into context. In response to this we have increased our support to mentors including a webinar on the education landscape.

Student Feedback on what was the best thing about having a mentor:

- "feeling safe to talk about my worries and being able to ask silly questions"
- "helped me understand what I need to do to achieve my maximum potential"
- "being able to talk about what I'm struggling with and getting the help and support I needed"
- "talking about any problems that you have including plans for the future and studying"

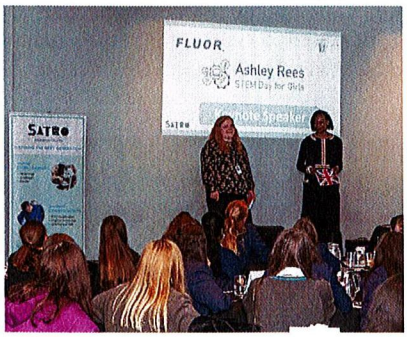
Mentor Feedback to the question 'What do you most enjoy about mentoring?'

- "Finding the connection that enables the relationship"
- "The fact that some of the students really have no one to talk to or let off steam too. Seeing them flourish – hopefully!"
- "To show up for a teenager looking for clarity, and provide a safe space to allow them to express themselves, be vulnerable and trust guidance given. This hopefully will shape their view of the adult world with more confidence."

Careers & Enterprise

There was an increased demand for support in the careers and employability area as schools recognised the opportunities lost by students who were making choices for exams or next steps after school. At the same time, the impact of the pandemic was still evident in this programme where the involvement of a wide range of volunteers from business was still difficult due to many working from home and the need for extended risk assessments. We worked hard to ensure that we could deliver within these constraints where we could, with staff stepping in to support with unexpected drop-outs due to COVID. Activities included careers networking events, corporate challenges and our ever popular Business & Enterprise Game.





We continue to develop the integration of employability skills into this programme building on our SkillsBuilder partnership.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

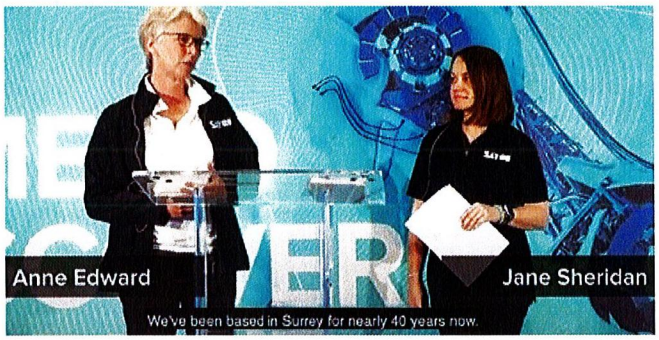
VOLUNTEERS

We were pleased that the number of hours donated to SATRO by volunteers have returned to pre-pandemic levels. That is 3998 hours or nearly 500 full work days which with the median UK wage for full-time employees for 2022 is equivalent to £8,500 donated in-kind.

Volunteers come from the community, corporate and public body partners and through the school's own parent networks. Whilst we continued to deliver virtually in some areas the vast majority of the time donated was in-person at school events.

We were pleased to be invited to the Surrey University Showcase 2022 to present a talk on 'Why Volunteering Matters in Education Today and for our Future'. This was very well received by university staff, students and companies and is available to watch on our website on the volunteering page.

We have also had the opportunity to attend events to showcase this. These included with corporate partners, the High Sheriff of Surrey and our local community networks.



Our volunteers are a fundamental part of what we bring to young people across. They inspire with their personal experiences, guide with examples of their own career pathways, mentor and challenge students to open their minds and be aspirational. Not only, they support our tutors with the hands-on practical elements of workshops and events. In return we ensure that they receive the information, training or briefings they need to take part in what we do. In addition, by ensuring that each event is led by a SATRO member of staff our volunteers can be sure that they are supported on the day. We provide feedback on impact and regularly seek volunteer input on their experience with SATRO and what we can do to improve.

WORK EXPERIENCE STUDENTS

SATRO again welcomed work experience students from local schools during the year to gain an understanding of the work we do, support delivery into schools and contribute to the ongoing development of our workshops. The four that joined us for a week each this year were able to gain an understanding of the work environment, working within a team, key skills including communication, presentation, teamwork, problem-solving and creativity. At the same time they bring to us the voice, outlook and experience of the students with whom we work. There are clear benefits both to those that take part and to us an educational charity and we value their input and commitment to our values.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

SUPPORTERS

We would like to thank our many financial supporters, both for their funding and the support they provide through staff volunteering. Their generosity and support ensures that we can deliver our programmes across the region.

Charitable Trusts

- Armourers & Brasiers
- Berkshire Community Foundation
- Blue Spark Foundation
- Community Foundation for Surrey
- CP Charitable Trust
- Edward Gostling Foundation
- Garfield & Weston Foundation
- Guildford Poyle
- Heathrow Community Trust
- Henry Smith Foundation
- Ogden Trust
- Shanly Foundation
- St Faith's Trust
- Synopsis
- The Coleman Trust
- The Manly Trust
- Walton Charity

Corporate Sponsors

- Air Products
- Allianz
- Alliots
- BAE
- Beard Construction
- Brewers
- BCS Berkshire
- CarVal Investors
- CISCO
- CNOOC
- COINS
- Cold Fuzion
- Fluor
- Points Align
- Powercor
- Roke
- Sanofi
- Synamedia
- Synopsis
- TT Electronics
- UNUM

Public Sector Sponsors

- Erasmus +
- HEON
- Reigate & Banstead Borough Council
- Waverley Borough Council
- Thames Valley Berkshire LEP

Individual Sponsors

We also thank our many individual sponsors who loyally support so many of our programmes.

Volunteers

We engage volunteers from across our local community, parents, businesses and research organisations. We would like to thank them all for the most precious of gifts, their time. Also in addition to the volunteers from the corporates above who are also financial supporters we would like to thank those who supported a number of our events from:

- Arcadis
- ANS
- ATP Technical
- BAM Construction
- Checkpoint
- Exxon Mobil
- Guildford Borough Council
- Legal & General
- KPMG
- Nature Metrics
- NPL
- Pfizer
- RHS Wisley
- Rotary Clubs
- SNCLavalin
- SThree
- Surrey Ion Beam Centre
- Surrey University
- Surrey Wildlife Trust
- Thakeham
- Thames Water
- Wilmot Dixon

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by its Memorandum and Articles of Association and governed by the Board of Trustees. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown on page 1.

Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the charity's memorandum and articles of association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or the Managing Director. They are initially offered the opportunity to observe a board meeting and are interviewed by the Managing Director and Chairman. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. Trustee objectives are set by the Chairman and performance against these is reviewed annually at a Trustee Appraisal with the Chairman.

All Trustees are regularly offered and encouraged to participate in SATRO's school activities.

All Trustees are required to provide information on potential conflicts of interests and related parties. A Conflicts of Interest Policy is in place to ensure management of any conflicts.

The board ensures that all its activities operate in compliance with all relevant UK legislation and regulation. Its work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance against it. Matters reserved for the board are set out clearly and include the appointment of a Managing Director who is responsible for the day to day running of the organisation.

The board has appointed three standing committees comprising trustee members:

- Finance Committee – with responsibilities to review financial and operational performance, external audit reports and advise the board on matters of internal control and financial governance.
- Risk Committee – with responsibilities to generate and review the risk register and associated policies and procedures and to make recommendations to the board.
- Staffing Committee – with responsibilities to review staffing policies, staff salaries and HR issues.

The Trustees consider the main risk to the company being:

- Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity;
- Staffing issues within a small team and adequate back-up for front-line staff;
- A Safeguarding incident which affects the reputation of a key individual or the charity;
- Financial Control of overhead and management costs within the current challenges of the charitable sector.

All risks are reviewed on a regular basis so that corrective action can be taken where necessary.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr H Railton (Chairman)
Mr D Anthony
Mr D Brockes (Resigned 25 May 2022)
Mrs S Flew
Mrs P Gough
Mr D Leyshon
Dr J Preston
Mr A Sanderson
Mr O Chun

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Employees

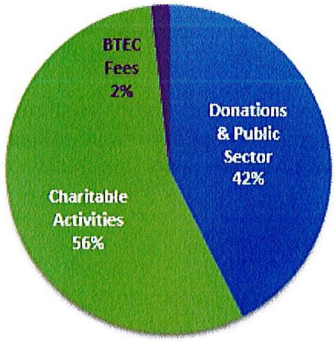
SATRO had no employees receiving in excess of £60,000 p.a. in 2020/21. The Managing Director is not a Trustee and does not have the responsibilities of a statutory director.

We would like to take this opportunity to thank all our staff who have shown resilience, flexibility and determination to ensure the success of the charity through yet another challenging year for everyone.

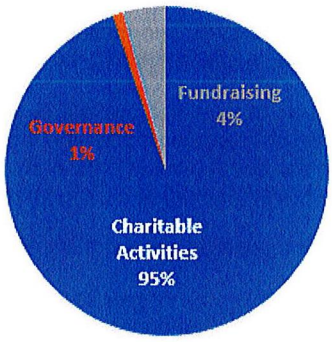
Financial review

Income totaled £658,909 (£683,884 in 2021) we have continued to balance our income sources to provide the Charity with a sustainable platform on which to plan for the future.

Total expenditure was £605,970 (£537,331 in 2021) which reflects increase in costs, the cancellations of some events due to COVID and a sustained prudence in overhead and operational costs.



Where our income came from



How our income was spent

SATRO finished another challenging year with a surplus of £52,939. This was due to the charity continuing to be run on a cost-saving operational scenario with reduced staff and overheads, all of which made significant savings. This approach was implemented during the pandemic to ensure the survival of the charity but it is now time to look forward to a sustainable future of the charity in the long term. As such we are now planning a period of investment for the future. This will see us plan our annual budgets to utilise surplus to recruit key positions back into the organisation to provide the breadth, depth and quality we seek from the team so we can successfully deliver our charitable aims.

Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the company's banker. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

Following a detailed assessment of the operations and financial risks of SATRO, including assessment of the reliability of future funding sources, the cost base and any financial commitments, the Trustees have established a Reserves Policy based on maintaining the reserves at a level which allows for sufficient funding to manage the organisation in an orderly manner through any short-to-medium term operating difficulties. In setting a target level of reserves, the Trustees consider it appropriate to relate them to core operating costs and to ensure continuity in completing educational commitments for students. This is what SATRO would be required to cover in the event of a decline in activity levels and/or funding shortfall.

Subject to annual review and effective interim monitoring of the financial situation, the Trustees consider that maintaining free unrestricted reserves (general reserves less funds not readily available for spending eg. Fixed assets) at a minimum level equivalent to six months of prospective core operating costs as being adequate and justifiable. Based on our financial plan for 2022/23, Trustees continue to consider £218,822 the necessary free reserves at the year end sufficient to meet this requirement whilst allowing us to continue the strategy for future development. Overall, the free reserves at the year end are £299,622.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Going Concern

The Trustees recognise that the coming years will be difficult for funding but are reassured by the income from services which continues to be strong due to the need from schools. The prudent steps taken to reduce operating costs during the pandemic and create a healthier income balance between donations and service income will allow us to provide a stable base for longer term planning.

We are now in the second year of our 3-year strategy where we plan to focus on our place as a charitable provider in our region, working in education and as a business and charity partner. Our work will concentrate on the quality, reach and impact of what we deliver. This will involve investment for the future whilst continuing our tight management of income and costs.

The Trustees will continue to regularly review financial forecasts against the budget to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

Auditor

Alliotts LLP have indicated their willingness to continue in office as the charity's auditor and a formal resolution proposing their reappointment will be put forthcoming Annual General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

H. RAILTON

.....

Mr H Railton (Chairman)
Chairman

Dated: 26/1/23

SURREY SATRO

England & Wales - Charity number 1040572

Accounts

Charity Registration No. 1040572

Company Registration No. 02957349 (England and Wales)

SURREY SATRO

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

SURREY SATRO

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr H Railton (Chairman)	
	Mr D Anthony	
	Mr D Brockes	
	Mrs S Flew	
	Mrs P Gough	
	Mr D Leyshon	
	Dr J Preston	
	Mr A Sanderson	
	Mr O Chun	(Appointed 1 February 2021)
Managing Director	Mrs A Edward	
Charity number	1040572	
Company number	02957349	
Registered office	Surrey Technology Centre 40 Occam Road Surrey Research Park Guildford Surrey GU2 7YE	
Auditor	Alliotts LLP Friary Court 13-21 High Street Guildford Surrey GU1 3DL	
Bankers	NatWest Bank Guildford High Street (A) Branch 151 Guildford High Street Guildford GU1 3AH	

SURREY SATRO

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SURREY SATRO

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report and financial statements for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's memorandum and articles, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Objectives and activities
SATRO is a long established educational charity working across South Central England. We work in schools, partnering with employers to bring inspirational learning to students of all abilities and backgrounds.

We have three key areas of focus:

- **STEM Education**: delivering in-school workshops, multi-school challenges and events, and research projects which bring STEM learning and careers to life for students from Primary to Post-16.
- **Vocational Construction**: delivering BTEC Level 1 construction qualifications, practical construction workshops and SEN independent skills training from school age to young adults.
- **Employability & Skills**: delivering careers, enterprise and skills workshops and mentoring partnerships which challenge perceptions and prepare students for their next steps in education, training or employment.

All areas of our work directly involve employers in the development of real-world scenarios and careers understanding, including the involvement of staff as volunteers in delivery.

We offer our services to all types of schools and students of all abilities - accepting every student for who they are. We provide a full service to schools from booking, to the provision of all materials & equipment required on the day, administration of volunteers and delivery is led by experienced tutors. We measure impact and feedback for all interventions with input from students, teachers and volunteers.

As a charity we engage with charitable trusts, individual donors and corporate responsibility programmes. A key focus for us as a charity is to bring our work to those lacking access to opportunities in our three key programme areas.

CHARITABLE OBJECTIVES as set out in the memorandum and articles (1994):

The advancement of education, principally but not exclusively in the County of Surrey, in particular but not exclusively by educating young people in science, technology and business practice, and associated skills.

Public Benefit
The Trustees have complied with their duty under Section 17(5) of the Charities Act 2011 to have due regard to the Charity commissioner's guidance when reviewing aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VISION & STRATEGY

During this year we have reviewed and updated our vision and strategy for the next three academic years.

Our Vision: That all young people in our region are given the opportunity to be inspired to improve their understanding of STEM and Construction, and to gain experience of Employability Skills as they consider a breadth of careers for the future.

Our Mission: SATRO delivers hands-on workshops, events, challenges and vocational qualifications in STEM with a core of business and employability skills. These are led by SATRO tutors and involve volunteers from industry and our local communities who provide an opportunity for young people to learn more about the workplace and can challenge perceptions regarding future careers.

Our Three Year Strategy:

Over the coming three academic years our strategy is to build on our innovative approach to delivery through pandemic and to implement a longer term strategy for the future. Our aim being to create the stronger regional educational partner to schools and businesses that has a solid income base of both service income and charitable funding.

- 2021-22 Consolidate and review as we examine the impact of the pandemic on education, the corporate and charity landscape. Consolidating our staffing structure to support operations and continue the innovation of our services.
- 2022-23 Continuous improvement of SATRO's place as a charitable provider in our region working in education and as a business and charity partner. Focussing on the quality, reach and impact of what we deliver.
- 2023-24 Implementation of a structured longer term development plan building further on our strong regional foundation as we create strong partnerships for the future.

Achievements and Performance

The academic year 2020 began with a return to school with both staff and students planning ahead for a more normal year. The autumn term saw SATRO returning to a more normal delivery although many of the larger events remained online. However, January saw another term of lockdown and students returning to studying from home. This did not include students who were identified as Key Worker children or risk groups including SEN or those in alternative educational provision. As such SATRO continued to deliver both STEM and Construction classrooms in school throughout this lockdown.

We have worked innovatively to take many of our activities and events online allowing students to continue to follow their qualification, access inspiring challenges and engage in discussions with employees and employers.

By the summer term and the return to school we were pleased to be able to deliver a record number of in-school workshops and events across all the age groups. It was clear that there was a latent desire to re-engage with hands-on activities and the opportunities of face-to-face learning.

In the academic year 2020-21 SATRO our achievements include:

- Engaged with 14,398 students across 5 counties
- Awarded 135 BTEC construction qualifications
- Mentored 86 students
- Provided 49 A-Level students a summer research placement
- Successfully delivered in-person to vulnerable students throughout the academic year
- Delivered 882 hours of volunteer industry and employment support to students
- Recruited an additional 5 staff to work in programme delivery

STEM Workshops

What better end to the academic year than to see the highest delivery rate of workshops that SATRO has seen for many years as schools sought workshops to inspire and engage students at the end of a tough year. This year we delivered over60 workshops in schools and recruited two additional tutors for the STEM team to extend and further develop our offers which has included the integration of our Ipads, VR headsets and voting buttons to our workshops to enhance student engagement. As a partner of the Skills Builder Framework we also further integrated Skills Learning into our delivery and have for the second year focussed our delivery in-line with the UN Sustainable Development Goals.

In our offer to Primary schools we updated favourite workshops like Rocks and Fossils, expanded our delivery of coding workshops and introduced new offers such as Building Bridges, Sustainable Future, Sustainable Materials and will launch our new Primary Science and Health workshops in the new academic year. Whilst in Secondary Schools we have updated our Megastructures workshop to a Sports Arena Challenge, introduced our Sustainability workshops as in Primary and introduced our EcoApps workshop. In addition, we expanded our delivery of STEM learning to special needs schools and pupil referral units as weekly sessions across the academic year. These sessions offered an insight to our workshops and access to equipment and materials not on offer at school.





Student Quote (Fossils Workshop): What did you enjoy most? *"The VR head sets because it was like I was in the school with an ammonite in front of me. "*

Teacher Quote (World of Energy Workshop): *Did the activities support the curriculum? "Absolutely! The children's knowledge and questioning skills were developed alongside their love of science and sense of curiosity."*

STEM Challenges

COVID lockdown hit in the spring term just as we were about to deliver our main cross-school challenges. As a result we took much of our delivery in this area online. Working with both companies and schools we were able to innovate the delivery to ensure that students were still able to access hands-on activities and undertake meaningful interactions with employers.

Our annual STEM festival was delivered with TeenTech using a virtual panel of experts discussing the challenges of climate change and sharing their career experiences. Students, logging in from home or school, were able to interact and ask questions in real-time through a mediator. On a second day these same experts gave feedback on over 80 Climate Solution projects submitted by the students that took part.

Our Problem Solving Challenge which normally brings schools together to attend heats with the aim to qualify for the final was adapted to see us deliver packs directly to schools due to ongoing COVID restrictions. Presentations, instructions, challenge materials and judging criteria were delivered to teachers and results were filmed for submission. Key Stage trophies were awarded on clearly defined scoring undertaken in schools.

In a similar way we undertook two corporate engineering challenges with BAE and Fluor. These challenges were delivered through Zoom with breakout rooms allowing all students to discuss projects and career experience with employees who were timetabled through the day. Interestingly the Fluor challenge, aimed at Girls in STEM, saw someone who took part in the same challenge as a school girl and was inspired to study engineering before moving into teaching, return with her class group to inspire the next generation.

Student Quote: *"They (employees) were very good at explain their career path and their challenges." Student in attendance at the Fluor Ashely Rees Problem Solving Challenge*



ERASMUS+ Programme

SATRO are proud to be involved in this EU programme which gives UK organisations the opportunity to collaborate with international partners to drive innovation, share best practice and offer new opportunities to young people.

- **Colourful World** was completed as a project and the final online game and resources to teach primary school children about environmental sustainability launched with events in UK Portugal, Poland and Greece.
- **CyberAdventure** project has completed its pilot testing phase and is moving into next phase of development. Aimed at providing an innovative online learning game for primary schools on safely using the internet. The team is led by Aston University with the involvement of teams for Portugal, Spain and Lithuania.





Construction Classroom

This year saw our 6 tutors deliver the BTEC Level 1 construction course throughout the year including the 3-month lockdown of the spring term. For the students in mainstream schools we quickly adapted to our Health & Safety module which allowed us to teach remotely with students able to study newly produced materials sent home or through our website. Whilst for vulnerable students at special needs and pupil referral units we continued in-person practical teaching throughout.

We offer a range of practical units: carpentry, joinery, plumbing, electrics and brickwork and were able to award:

- 77 BTEC Level 1 Certificates (2 years)
- 58 BTEC Level 1 Awards (1 year)

We have a further 102 students who are continuing into their 2nd year of study for the BTEC certificate. In addition, we supported one school achieve a Level 2 BTEC Construction and the Built Environment and continued to support another with the practical sessions of their Level 2 AQA qualification.

Students from previous years have progressed both to apprenticeships and construction trades courses at Sixth Form.

We also teach our SATRO Award in the Practical Skills of Construction to students who are unable to access the full BTEC qualification. This includes those with more complex special needs who are seeking life skills for independent living or volunteering opportunities, or those excluded from mainstream attending pupil referral units for whom practical hands-on skills based sessions are a way to remain engaged in their learning. Students will normally have an Educational Health Care Plan, attract Pupil Premium or risk further exclusion from education. We were able to award 52 SATRO Awards

> ***Mainstream Teacher Quote:*** *"The SATRO construction course offers students real currency and enables them to succeed practically, setting them up as desirable candidates to progress onto college courses and apprenticeships. This is what vocational education should be!"*
>
> ***SEN Learning Disability Director quote:*** *"SATRO sessions have been such an excellent addition to our community-based learning programme, 'Building Futures.' We work with young adults with a learning disability who are hungry for opportunities and skills as the continue their journey to greater independence, and SATRO sessions represent a truly unique opportunity for each of them to build their independence skills, confidence, or prepare themselves for work- the sessions have an impact on everyone. SATRO and halow have a perfect synergy, and we look forward to working together again!"*





Employability

Careers: Our careers programme has a renewed focus on opening young people's minds to the diversity of careers and dispelling common myths about the world of work. With businesses and industry unable to attend in person we worked with both to bring real world experience to students by continuing our Careers Speed Networking events online. This allowed a greater range of employee participation, including from abroad, and as we move forward we will be examining the benefits of a blended virtual and in-person approach.

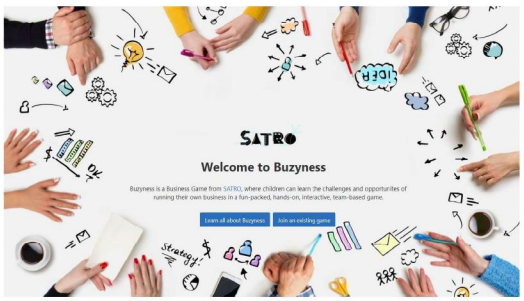
In partnership with the Local Enterprise Partnerships we ran a virtual GCSE careers event for all Surrey schools with an evening version for parents. The aim being to take real-world experience of pathways to employment and the world of work directly to students whilst they were still unable to attend anything in person. The event included apprentices, college students, young graduates and employees talking about their experiences and the advice they would give.

Later in the year we then produced a bespoke STEM careers film which allowed students in college or self-isolating to access specific careers information. We again brought together the full range of pathways open to university, apprenticeships and employment.

Research Work Placement programme has run successfully for many years with in-person placements for first year A-Level STEM students with research organisations. Having moved to virtual delivery in 2020 we continued this approach as companies and research organisations were unable to accept students into their premises and a majority of staff were still home working. This allowed an increased participation with over 100 applicants, 69 offers made and 49 students who completed their research across 30 projects. In addition to which, we provided a greater range of support resources including guidance videos on research, presentation and interview techniques.

Business Games: The launch of our online Business Games platform, Buzyness, was well timed for 2021. It allows online business transactions as a key feature of our upgraded business task to run a sustainable enterprise. The products of which will allow students to re-use and/or sell their products.

Mentoring: This school year was unsurprisingly affected by the changeable situation regarding Covid and lockdowns. However, the move made to accommodate online mentoring in 2020 helped many students access mentors at a time when there was much upheaval and uncertainty. We were able to provide video topics and Skills Builders resources with schools to ensure that students continued to work on developing their employability skills. The three new schools recruited to start in 2020 were successfully launched – often with a blended virtual and in-person approach. The team have adapted to remote delivery and have encouraged mentors to develop new skills to work virtually with students. That said, whenever possible, and indeed looking forward, we intend to return safely to the face-to-face mentoring that our students seek and we know brings the trusted guidance they need to gain confidence in their aspirations.





Volunteer Mentor Quote: *"Both our mentoring programs have been a great success, with positive feedback received from both the schools and our staff. We now look forward to a long partnership working with SATRO to help make a positive difference for young people at such an important stage in their lives."*

Supporters

We would like to thank our many supporters, both for their funding and the support they provide through staff volunteering. Their generosity and support helps us deliver our programmes across the region.

Charitable Trusts

- Armours & Brasiers
- Berkshire Community Foundation
- Blue Spark Foundation
- Community Foundation for Surrey
- CP Charitable Trust
- Edward Gostling Foundation
- Garfield & Weston Foundation
- Heathrow Community Trust
- Henry Smith Foundation
- Shanly Foundation
- St Faith's Trust
- St James Place Foundation
- SThree Foundation
- The Carl Burrows Trust
- The Coleman Trust
- The Manly Trust
- Walton Charity

Corporate Sponsors

- Allianz
- Alliots
- Beard Construction
- Brewers
- BCS Berkshire
- CarVal Investors
- CISCO
- CNOOC
- COINS
- Cold Fuzion
- Exxon Mobil
- Fluor
- NatWest
- Points Align
- Powercor
- Sanofi
- Synamedia
- Synopsis
- Thales
- UNUM
- Yunique
- Zurich

Public Sector

- Surrey County Council
- Coast 2 Capital LEP
- HEON
- Reigate & Banstead Borough Council

Individual Sponsors

We also thank our many individual sponsors who loyally support so many of our programmes.

Volunteers: come from both our regional community and from the corporates with whom we work. They bring their experience of the world of work, skills needed in the workforce and potential pathways to careers, supporting students across the region from Primary school to Post-16. In this academic year our volunteers worked both in-person and virtually donating 882 hours of their time sharing their professional skills and personal knowledge to inspire young minds and develop career aspirations.

Volunteers often come from companies, both local and national, who volunteer via their Corporate Social Responsibility (CSR) programmes. Companies become involved for many reasons including to support career training, professional memberships and outreach in the community. The organisations develop strong and long-lasting relationships with schools and their students.

SATRO provides support and training to our volunteers to ensure they can engage effectively on the day or participate in-depth for longer commitments such as our mentoring schemes. We would like to thank them all, in particular for their flexibility and innovation in the delivery of our virtual programmes.

Factors Affecting Performance

We started the financial year with a positive approach to the new academic year having invested and innovated in the previous academic year to allow us to deliver our programmes both safely in-person and remotely. As such we felt confident that we could meet the challenges of the continuing pandemic. This proved to be the case. We delivered safely in-person to the most vulnerable students throughout the lockdown and were able to move smoothly to online delivery of everything from BTEC qualifications to multi-school events. This was in large part due to investment from the COVID fund set aside by Trustees this year.

In addition, we recognised the need to expand our tutor team both in STEM and Employability to meet increased demand as schools re-opened. Five new staff (1.9 FTE) joined the team and were able renew and introduce new workshops and events. As a result we saw a busier than ever summer term in 2021.

COVID has, of course, continued to impact what we do. We continued to work together closely with schools, supporters who kept funding in place, and volunteers who continued to dedicate their time. This allowed us to deliver to some of those most affected by the pandemic – young people in education.

Summary of Objectives for Academic Year 2021-22

Our objectives for this academic year will continue to build on those of last year as part of an ongoing strategy to innovate and meet the needs of students:

- **Building Skills –** we continue to work closely with Skills Builder Partnership and are a key member of their STEM collaborative network. We are working to accredit our programmes with Skills Impact Levels across STEM, Construction and Employability.

- **Addressing Issues** – we will continue to launch new workshops in sustainability, health and primary science and will be launching our own SATRO STEM festival. We will also be launching the updated BTEC Level 1 Construction qualification which includes career progression planning.

- **Challenging Perceptions** – our employability programme will be developed to extend our work in this area including a concentration on science capital, reaching disadvantaged or difficult to reach students and extending our range of offers to all age groups.

In addition to which, our updated Strategy in the academic year 2021-22, will see us focus on the consolidation and review of the impact of the pandemic on education, the corporate and charity landscape. We will continue to work to balance our income streams to provide the charity with a sustainable balance of service income and charitable funding creating a strong base for further long term development.

Structure, Governance and Management

Surrey SATRO is a charitable company limited by guarantee. The affairs of the charity are regulated by the Memorandum and Articles and governed by the Board of Trustees. The names of all those who were Trustees on the date of this report or who served as a trustee in the reporting period are shown on page 1.

Trustees are appointed, elected or re-elected for a fixed term, according to the procedures set out in the company's memorandum and articles of association. New Trustees are recruited by advertisement and/or recommendation by existing Trustees or the Managing Director. They are initially offered the opportunity to observe a board meeting and are interviewed by the Managing Director and Chairman. If successful, their appointment is confirmed at a Board meeting. A structured induction programme is agreed and implemented for each new Trustee, covering all aspects of the role and the organisation. Trustee objectives are set by the Chairman and performance against these is reviewed annually at a Trustee Appraisal with the Chairman.

All Trustees are regularly offered the opportunity to participate in SATRO's school activities.

All Trustees are required to provide information on potential conflicts of interests and related parties and a Conflicts of Interest Policy is in place to ensure management of any conflicts.

The board ensures that all its activities operate in compliance with all relevant UK legislation and regulation. Its work includes setting SATRO's strategic direction, agreeing the financial plan and monitoring performance. Matters reserved for the board are set out clearly and include the appointment of a Managing Director who is responsible for the day to day running of the organisation.

The board has appointed three standing committees comprising trustee members:

- Finance Committee – with responsibilities to review financial and operational performance, external audit reports and advise the board on matters of internal control.
- Risk Committee – with responsibilities to review the risk register and associated policies and procedures and make recommendations to the board.
- Staffing Committee – with responsibilities to review staffing policies, staff salaries and HR issues.

The Trustees consider the main risk to the company being:

- Failure to secure sufficient funding, both to meet core costs and to ensure programme continuity;
- Staffing issues within a small team and adequate back-up for front-line staff;
- Safeguarding incident which affects the reputation of a key individual or the charity;
- Financial Control of overhead and management costs within the current challenges of the charitable sector.

All risks are reviewed on a regular basis so that corrective action can be taken where necessary.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr H Railton (Chairman)
Mr D Anthony
Mr D Brockes
Mrs S Flew
Mrs P Gough
Mr D Leyshon
Dr J Preston
Mr A Sanderson
Mr O Chun (Appointed 1 February 2021)

Employees

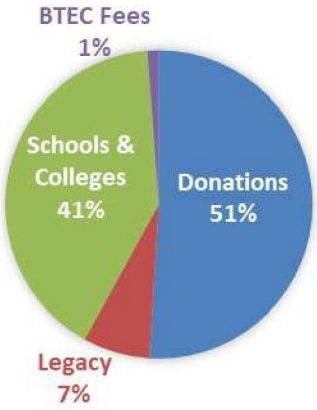
SATRO had no employees receiving in excess of £60,000 p.a. in 2020/21. The Managing Director is not a Trustee and does not have the responsibilities of a statutory director.

We would like to take this opportunity to thank all our staff who have shown resilience and determination to ensure the success of the charity through yet another challenging year for schools.

Financial review

Income totalled £683,884 (£570,195 in 2020) of which 51% (69.6% in 2020) came from donations from Charitable Trusts, Companies, legacies and individuals whilst 41% (30% in 2020) was income received from Schools & Colleges for the purchase of our services. This change has provided the Charity with a more sustainable platform on which to plan for the future.

Total expenditure was £537,331 (£542,360 in 2020) which reflects a sustained prudence in overhead and operational costs to ensure that we were able to weather out the uncertainty due to COVID.



Where our income came from



How our income was spent

SATRO finished another challenging year with a surplus of £146,553 of which £46,762 was an unexpected legacy donation. Part of the surplus also reflects the impact of the pandemic on our delivery into schools and the consequent lag in the utilisation of funding received. We expect that the next academic year will return closer to normal. Trustees will continue to allocate a COVID designated fund to mitigate extra expenses related to the pandemic.

Legacy income will be used to fund the STEM programme, in particular the purchase of a STEM van and investment in staffing for future development.

Further investment will be allocated to the renewal and update of the SATRO van fleet and our forward looking strategy for future development. Together these will allow us to continue to weather the impact of the pandemic on charitable funding and educational budgets.

Investment Policy

Surplus funds are invested only in short-term interest-bearing accounts with the company's banker. This policy is considered by the Trustees to be appropriately conservative with little financial risk.

Reserves Policy

Following a detailed assessment of the operations and financial risks of SATRO, including assessment of the reliability of future funding sources, the cost base and any financial commitments, the Trustees have established a Reserves Policy based on maintaining the reserves at a level which allows for sufficient funding to manage the organisation in an orderly manner through any short-to-medium term operating difficulties. In setting a target level of reserves the Trustees consider it most appropriate to relate them to core operating costs as this is what SATRO would be most exposed to cover in the event of a decline in activity levels and/or funding shortfall.

Subject to annual review and effective interim monitoring of the financial situation the Trustees consider that maintaining free unrestricted reserves (general reserves less funds not readily available for spending eg. Fixed assets) at a minimum level equivalent to six months of prospective core operating costs as being adequate and justifiable. Based on our financial plan for 2021/22, Trustees consider the free reserves at the year end sufficient to meet this requirement whilst allowing us to initiate the strategy for future development. Overall the free reserves at the year end are £218,822.

Going Concern

The Trustees are encouraged by the continued strong income streams despite the difficult times of the past year for industry, charitable trusts, communities and individuals. We have taken prudent steps to continue with reduced operating costs and create a healthier income balance between donations and service income. The aim being to provide a stable base for longer term planning.

As we start our 3-year strategy our aim is to firstly review our position in the changing educational, charity and commercial climate. We will then aim to consolidate our staffing, operations and planning for continued improvement as a key regional educational charity, business and charity partner for the future.

The Trustees will continue to regularly review financial projections to ensure that we remain confident of being able to secure adequate funding for SATRO's activities. Consequently, the Trustees consider it entirely appropriate to prepare the accounts on a going concern basis.

Auditor

Alliotts LLP have indicated their willingness to continue in office as the charity's auditor and a formal resolution proposing their reappointment will be put forthcoming Annual General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

H M Railton

H M Railton (Jan 30, 2022 15:32 GMT)

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Mr H Railton (Chairman)

Chairman

Dated: 30/01/2022

SURREY SATRO

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees (who are also directors of Surrey SATRO for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and regulations.

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

- select suitable accounting policies and apply them consistently
- observe the methods and principles of the charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate 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 taking reasonable steps for the prevention and detection of fraud and other irregularities.

SURREY SATRO

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF SURREY SATRO

Opinion

We have audited the financial statements of Surrey Satro (the 'charity') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with Trustees and other management, and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011, the Charities SORP, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- reviewed all transactions listed;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Alliotts LLP

Alliotts LLP (Jan 31, 2022 09:25 GMT)

31/01/2022

Alliotts LLP .....

Chartered Accountants
Statutory Auditor

Friary Court
13-21 High Street
Guildford
Surrey
GU1 3DL

Alliotts LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

Current financial year

	Notes	Unrestricted funds general 2021 £	Unrestricted funds designated 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Income from:						
Donations and legacies	**3**	89,133	-	314,456	403,589	396,656
Charitable activities	**4**	280,248	-	-	280,248	173,081
Investments	**5**	47	-	-	47	458
Total income		369,428	-	314,456	683,884	570,195
Expenditure on:						
Raising funds	**6**	20,363	-	-	20,363	19,566
Charitable activities	**7**	225,866	-	291,102	516,968	522,794
Total resources expended		246,229	-	291,102	537,331	542,360
Net incoming resources before transfers		123,199	-	23,354	146,553	27,835
Gross transfers between funds		18,000	(18,000)	-	-	-
Net income for the year/ Net movement in funds		141,199	(18,000)	23,354	146,553	27,835
Fund balances at 1 September 2020		107,204	18,000	100,952	226,156	198,321
Fund balances at 31 August 2021		248,403	-	124,306	372,709	226,156

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SURREY SATRO

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2021

Prior financial year

	Notes	Unrestricted funds general 2020 £	Unrestricted funds designated 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:					
Donations and legacies	**3**	76,853	-	319,803	396,656
Charitable activities	**4**	173,081	-	-	173,081
Investments	**5**	458	-	-	458
Total income		250,392	-	319,803	570,195
Expenditure on:					
Raising funds	**6**	19,566	-	-	19,566
Charitable activities	**7**	197,274	-	325,520	522,794
Total resources expended		216,840	-	325,520	542,360
Net incoming resources before transfers		33,552	-	(5,717)	27,835
Gross transfers between funds		(18,000)	18,000	-	-
Net income for the year/ Net movement in funds		15,552	18,000	(5,717)	27,835
Fund balances at 1 September 2019		91,652	-	106,669	198,321
Fund balances at 31 August 2020		107,204	18,000	100,952	226,156

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

SURREY SATRO

BALANCE SHEET

AS AT 31 AUGUST 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**11**		29,581		39,426
Current assets					
Debtors	**12**	12,467		31,171	
Cash at bank and in hand		406,088		298,730	
		418,555		329,901	
Creditors: amounts falling due within one year	**13**	(75,427)		(143,171)	
Net current assets			343,128		186,730
Total assets less current liabilities			372,709		226,156
Income funds					
Restricted funds	**15**		124,306		100,952
Unrestricted funds					
Designated funds	**16**	-		18,000	
General unrestricted funds		248,403		107,204	
			248,403		125,204
			372,709		226,156

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 30/01/2022

H M Railton

H M Railton (Jan 30, 2022 15:32 GMT)

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Mr H Railton (Chairman)

Trustee

Company Registration No. 02957349

SURREY SATRO

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from operations	**20**		107,311		19,390
Investing activities					
Purchase of tangible fixed assets		-		(19,377)	
Proceeds on disposal of tangible fixed assets		-		1,930	
Investment income received		47		458	
Net cash generated from/(used in) investing activities			47		(16,989)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			107,358		2,401
Cash and cash equivalents at beginning of year			298,730		296,329
Cash and cash equivalents at end of year			406,088		298,730

1 Accounting policies

Charity information

Surrey Satro is a private company limited by guarantee incorporated in England and Wales. The registered office is Surrey Technology Centre, 40 Occam Road, Surrey Research Park, Guildford, Surrey. GU2 7YG.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised when a liability is incurred. It is allocated to charitable activity where the costs incurred relate directly to that activity. However, the cost of overall direction and administration on each activity, comprising salaries and office costs, is apportioned based on direct effort deployed.

Cost of raising funds comprises the costs associated with attracting voluntary income.

1 Accounting policies **(Continued)**

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity including audit fees and other costs linked to the strategic management of the charity. These costs are included within expenditure on charitable activities as support costs.

All costs are allocated between the expenditure categories in the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; other are apportioned on an appropriate basis such as staff time or estimated usage.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	25% reducing balance
Motor vehicles	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical judgements

The charity applies some judgement to the timing of income recognition in respect of specific funding for events and activities scheduled to take place or to be completed after the year end.

3 Donations and legacies

	Unrestricted funds general 2021 £	Restricted funds 2021 £	Total 2021 £	Total 2020 £
Donations and gifts	42,370	314,456	356,826	359,818
Legacies received	46,763	-	46,763	-
Coronavirus Job Retention Scheme	-	-	-	36,838
	89,133	314,456	403,589	396,656

In 2020 funds were received under the government backed Coronavirus Job Retention Scheme (CJRS). These funds were used to cover the salaries of administrative staff and tutors furloughed under the scheme.

4 Charitable activities

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Schools and colleges	272,334	166,252
Other income	7,914	6,829
	280,248	173,081

5 Investments

	Unrestricted funds general 2021 £	Unrestricted funds general 2020 £
Interest receivable	47	458

6 Raising funds

	Unrestricted funds general 2021 £	Unrestricted funds general 2020 £
Fundraising and publicity		
Staff costs	20,336	18,735
Support costs	27	831
Fundraising and publicity	20,363	19,566
	20,363	19,566

7 Charitable activities

	STEM	Construction	Employability	Total 2021	Total 2020
	£	£	£	£	£
Staff costs	74,575	231,224	25,429	331,228	278,927
Depreciation	-	9,845	-	9,845	11,633
Associates	13,501	-	6,795	20,296	44,178
Motor & Travel	3,041	14,039	107	17,187	17,068
Materials & Tools	11,170	13,720	-	24,890	30,699
Office	3,274	10,310	-	13,584	12,369
Other	1,976	9,746	1,804	13,526	23,502
	107,537	288,884	34,135	430,556	418,376
Share of support costs (see note 8)	18,972	50,966	6,022	75,960	93,757
Share of governance costs (see note 8)	2,610	7,013	829	10,452	10,661
	129,119	346,863	40,986	516,968	522,794
Analysis by fund					
Unrestricted funds - general	21,583	197,432	6,851	225,866	197,274
Restricted funds	107,536	149,431	34,135	291,102	325,520
	129,119	346,863	40,986	516,968	522,794

The charity's main areas of activity are:

STEM - Programmes of activities, challenge and events in Science, Technology, Engineering and Maths (STEM) related activities.

Construction - The delivery of training via a fleet of mobile classrooms in Construction and Building Services skills.

Employability - Careers, Mentoring, Business and Skills learning.

8 Support costs

	Support costs	Governance costs	2021	2020
	£	£	£	£
Staff costs	25,596	2,844	28,440	43,466
Associates	-	-	-	50
Motor & Travel	412	-	412	1,404
Office	40,709	-	40,709	42,306
Other	8,222	66	8,288	11,485
Operating lease payments	1,048	-	1,048	1,048
Audit and accountancy	-	7,542	7,542	5,490
	75,987	10,452	86,439	105,249
Analysed between				
Fundraising	27	-	27	831
Charitable activities	75,960	10,452	86,412	104,418
	75,987	10,452	86,439	105,249

Governance costs includes payments to the auditors of £4,970 (2020- £4,800) for audit fees.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2020: Nil).

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Administration	2	2
Activity support	4	3
Tutors	8	7
	14	12

The full time equivalent number of employees in the year was 10 (2020: 10).

Employment costs	2021 £	2020 £
Wages and salaries	345,144	302,846
Social security costs	27,128	23,846
Other pension costs	7,732	6,765
Termination payments	-	7,671
	380,004	341,128

Included in termination payments are non-statutory severance payments totalling £nil (2020: £nil).

There were no employees whose annual remuneration was £60,000 or more (2020: none).

11 Tangible fixed assets

	Fixtures and fittings	Motor vehicles	Total
	£	£	£
Cost			
At 1 September 2020	2,106	97,729	99,835
At 31 August 2021	2,106	97,729	99,835
Depreciation and impairment			
At 1 September 2020	2,106	58,303	60,409
Depreciation charged in the year	-	9,845	9,845
At 31 August 2021	2,106	68,148	70,254
Carrying amount			
At 31 August 2021	-	29,581	29,581
At 31 August 2020	-	39,426	39,426

12 Debtors

	2021	2020
Amounts falling due within one year:	**£**	**£**
Trade debtors	8,193	24,871
Prepayments and accrued income	4,274	6,300
	12,467	31,171

13 Creditors: amounts falling due within one year

	Notes	2021	2020
		£	**£**
Other taxation and social security		9,323	8,165
Deferred income	**14**	52,410	115,098
Trade creditors		2,986	8,829
Other creditors		2,988	3,122
Accruals and deferred income		7,720	7,957
		75,427	143,171

14 Deferred income

	2021	2020
	£	**£**
Other deferred income	52,410	115,098

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 September 2019	Movement in funds: Incoming resources	Movement in funds: Resources expended	Balance at 1 September 2020	Movement in funds: Incoming resources	Movement in funds: Resources expended	Balance at 31 August 2021
	£	£	£	£	£	£	£
STEM Programme Fund	59,769	106,207	(128,324)	37,652	143,427	(107,738)	73,341
Mobile Classroom Fund	-	157,019	(157,019)	-	110,599	(110,599)	-
Mentoring Fund	-	42,255	(33,765)	8,490	40,430	(42,920)	6,000
Mobile Van Capital Fund	-	-	-	-	20,000	(20,000)	-
Fixed Assets Grants reserve	46,900	14,322	(6,412)	54,810	-	(9,845)	44,965
	106,669	319,803	(325,520)	100,952	314,456	(291,102)	124,306

The STEM Programme Fund is made available to help promote and deliver a variety of STEM activities with schools.

The Mobile Classroom Fund is to support the delivery of training to schools and youth groups in Construction and Building Services through the Mobile Classrooms programme.

The Mentoring Fund supports the programme providing support to students aged 14-16 who are not reaching their full potential at school, providing regular one-to-one coaching sessions from trained volunteers.

The Mobile Van Capital Fund represents donations received specifically to help fund the replacement of a Mobile Classrooms in future. When a van is purchased the value is transferred to the Fixed Assets Grants reserve to cover depreciation.

The Fixed Assets Grants reserve represents the balance of funding for the replacement of Mobile Classrooms in future periods, recognised as income through the SOFA in previous years and subsequently amortised through Outgoing Resources.

16 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 September 2019	Transfers	Balance at 1 September 2020	Resources expended	Balance at 31 August 2021
	£	£	£	£	£
Designated Fund - Covid-19	-	18,000	18,000	(18,000)	-
	-	18,000	18,000	(18,000)	-

A Designated Fund was set up in a prior year by the Trustees to assist with funding staff and equipment costs owing to the impact of the Covid-19 pandemic.

17 Analysis of net assets between funds

	Unrestricted funds	**Designated funds**	**Restricted funds**	**Total**	Unrestricted funds	Designated funds	Restricted funds	Total
	2021	**2021**	**2021**	**2021**	2020	2020	2020	2020
	£	**£**	**£**	**£**	£	£	£	£
Fund balances at 31 August 2021 are represented by:								
Tangible assets	29,581	-	-	29,581	39,426	-	-	39,426
Current assets/(liabilities)	218,822	-	124,306	343,128	68,544	18,000	100,186	186,730
	248,403	-	124,306	372,709	107,970	18,000	100,186	226,156

18 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	1,048	1,048
Between two and five years	1,570	2,617
	2,618	3,665

19 Related party transactions

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2021	2020
	£	£
Aggregate compensation	47,582	46,916

There were no other related party transactions during the year (2020: none).

20 Cash generated from operations

	2021	2020
	£	£
Surplus for the year	146,553	27,835
Adjustments for:		
Investment income recognised in statement of financial activities	(47)	(458)
Depreciation and impairment of tangible fixed assets	9,845	11,633
Movements in working capital:		
Decrease in debtors	18,704	42,011
(Decrease) in creditors	(5,056)	(22,887)
(Decrease) in deferred income	(62,688)	(38,744)
Cash generated from operations	107,311	19,390

21 Analysis of changes in net funds

The charity had no debt during the year.