

TRAINING LINK

England & Wales · Charity number 1051662

Details

Status Registered

Legal form Charitable company

Company number [03142188](#)

Registered 1995-12-22

Register [View on the Charity Commission register](#)

Contact

Address 54-56 Phoenix Road
London
NW1 1ES

Phone 02073835405

Email director@traininglink.org.uk

Website www.traininglink.org.uk

Activities

Objects: THE COMPANY IS ESTABLISHED TO RELIEVE POVERTY, ADVANCE EDUCATION AND ADVANCE EMPLOYMENT OPPORTUNITIES FOR BLACK AND ETHNIC MINORITY AND SOCIALLY EXCLUDED PEOPLE, BY FACILITATING ACCESS TO TRAINING TO ENHANCE EMPLOYMENT OPPORTUNITIES.

Activities: Basic skills training and personal development for people in need, in particular from deprived communities, especially to help people find work

Classification

- **How:** Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£91,298	£101,570	-	-
2024-03-31	£71,352	£61,576	-	-
2023-03-31	£28,249	£49,520	-	-
2022-03-31	£61,859	£37,297	-	-
2021-03-31	£37,223	£36,814	-	-

Trustees

Name	Role	Appointed
BRENDA GORING MOORE	Chair	
Dr ELAINE ARNOLD		
Jason Michael Burgess		2025-11-24
Kadian Nesha-Gaye Sterling		2025-11-24
Kathleen Hayes		2017-07-17
Millicent Christian		2020-10-12
Paul Edward Tomlinson		2024-02-21

TRAINING LINK

England & Wales - Charity number 1051662

Accounts

Annual Report and Financial Statements

Year Ended 31 March 2025



Training Link
(A company limited by guarantee)

Charity number 1051662
Company number 03142188

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LEGAL AND ADMINISTRATIVE DETAILS

Training Link Ltd

Registered Office: 54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662

Registered Company Number (England & Wales): 03142188

Telephone: 020 7383 5405 / Email: director@traininglink.org.uk

Website: www.traininglink.org.uk

The Trustees confirm that they have taken into account the Charity Commission's general guidance on public benefit when reviewing Training Link's aims and objectives and in planning future activities.

Independent Examiner: John Lambourne FCA, Latham Lambourne Ltd, 18 Woodlands Park, Bexley, Kent DA5 2EL

Bank: Lloyds Bank plc, 25 Gresham Street, London, EC2V 7HN

Management Committee & Trustees

Trustees: Brenda Goring Moore (Chair), Millicent Christian, Dr Elaine Arnold OBE, Kathleen Hayes (Treasurer), Paul Tomlinson.

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Maya Alva, Elizabeth Ajith, Frances Connelly, Larlan Davis, Tracey Hamilton, Paul Tomlinson

The company's Directors are also the charity's Trustees.

About Training Link and Somers Town

Training Link has been providing basic skills learning for residents in Somers Town and wider Camden for 40 years. Somers Town and Kings Cross are home to the highest number of borough households experiencing food poverty, some of the highest concentrations of households with incomes below £20,000 and higher concentrations of individuals receiving unemployment benefits, income support and universal credit. 18% of our local residents, including BAME women and older learners, have no qualifications. 2020 Ward Analyses indicate higher-than-average receipt of Disability Living Allowances, Incapacity Benefits and Severe Disablement support in the local community.

Our easily accessible learning centre is based at the heart of Somers Town, just a short walking distance from Euston and St Pancras stations. We offer a friendly place for residents to get out of the house, connect with the local community, learn new skills and share their learning, improve their employment skills and meet new friends. Services are facilitated by staff, volunteers and Management Committee members with experiences reflecting those of service-users and extensive grass-root networks. We also receive support from more than 20 volunteers, who teach English in a one-to-one setting either at the centre or in a local public space, as well as online.

REPORT OF THE TRUSTEES AND MANAGEMENT COMMITTEE

CHAIR'S REPORT

Welcome to Training Link's 2024–2025 Annual Report!

It was another successful year for Training Link, there is no doubt that there is a demand for our services.

This year is a momentous one for us as we approach our 40th year of operation. Even as we look back, we want very much to focus on the future. So, we have embarked on a review and renewal programme. We have been taking every opportunity for focused conversations, and especially in our "Renew TL" workshop exchanges, seizing chances to air views and ideas on opportunities as well as challenges ahead.

A key task has been a relook at our offer to test and ensure it remains fit for purpose; to ensure that it continues to meet the needs of our learners and service users in a changing environment. We re-examined our aims and objectives, along with our values and culture. Our governance check included self-assessment and skills audit resulting in planned action to recruit.

We also took the opportunity to look again at our stakeholders, allies and supporters and how we could work better together to tackle our challenges. The work continued as we sought and listened to feedback from learners, staff, volunteers, trustees' members and others. Indeed, it continues.

An important achievement this year has been a re-evaluation of our on-and-offline presence resulting in a rebranding for the first time in some years. That was vital as so often now many of our users pick us up virtually and not just through face-to-face drop-in sessions. It is a reminder that TL, as WTL, small as it was started as one of the key organisations in the area empowering the community especially women and older people in developing the 'new technology' skill set.

Training Link continues to provide face-to-face IT tuition and support, especially for older people and others who need the skills to deal with our increasingly on-line world. To help those who may not have access to computers and need help with online applications. The offer continues to include Drop-in sessions - helpful for demonstration including making most of phone use; sign posting to other more appropriate providers. ESOL classes, English Discussion Groups, well as accredited Online courses, continue including Camden Community learning offer.

We continue to work in partnerships with other local community groups, Camden Council and the Somers Town Big Local and Living Centre. I especially extended heartfelt thanks to all our funders who enable us to carry on our vital work. And to our learners and their families whose learning outcome makes our community, residents, business and other organisations around us such a vibrant diverse community.

We are grateful that all our staff and volunteers who use their knowledge and skills in delivering quality training.

I extend my gratitude to every individual the Director, Trustees, Committee Members, ESOL Tutors, Advisors, Operational Manager, Volunteers, Green Project Co-ordinator and office cleaner.

Thank you all for your hard work and dedication in support of TL in reaching such a milestone. May good work continue into the future.

Millicent Christian

On behalf of the Board of Trustees and the Management Committee

Training Link

13 November 2025

DIRECTOR'S REPORT

FINANCIAL OVERVIEW

Total income in the financial year 2024-2025 was **£91,298**, representing an increase from £71,352 in 2023-2024. Total expenditure amounted to **£101,570**, also an increase from £61,916 in 2023-2024.

Our income had increased compared with the previous year thanks to grants from Fizedale Trust, Camden Community Partner Fund, British Library, Somers Town Future Neighborhoods Grant, Somers Town Big Local, Camden Giving, Awards for All National Lottery Fund and Frances Crick Institute.

OUR IMPACT DURING THE YEAR

During the year, Training Link expanded its reach, engaging over **220 new learners** across a diverse range of educational programs including **ESOL, digital literacy, maths, employability, and financial literacy**. A substantial majority of our learners were **women (over 65%)** and those for whom **English is a second language (74%)**. We maintained a critical focus on supporting those furthest from the job market, with **62% of learners being out of work**. Geographically, our impact remained concentrated in Camden, with the majority of our learners residing in Camden, and at least **25% specifically from the St Pancras and Somers Town ward**.

We delivered a comprehensive weekly schedule designed to address key skills gaps and community needs, including:

- **Language and Communication:** Two weekly ESOL classes and two English Discussion Groups to build confidence and fluency.
- **Digital Skills:** Bi-weekly IT Drop-In sessions and specialized digital classes (Digital Skills for Beginners, Spreadsheets) run in partnership with Camden Adult Community Learning. This year we introduced monthly digital inclusion sessions in collaboration with Camden Council, specifically targeting the integration and support of Ukrainian and other refugee and migrant groups in Camden.
- **Employability:** Targeted employment support training was delivered for Ukrainian refugees in partnership with HealthProm, alongside access to online vocational courses, helping prepare clients for entry or re-entry into the workforce.

Advice, Advocacy, and Community Support

Our advice and advocacy services continued to provide essential, individualized support to the community, assisting **over 60 people** through regular sessions. This included successfully assisting **over 20 clients** through the complex **Windrush Scheme** process and supporting **over 40 people** with general advice related to benefits, e-visas, and other critical needs, ensuring stability and access to entitlements.

Strategic Development and New Initiatives

This year marked the successful **pilot launch of our new Green Learning Project**. This initiative introduced regular green workshops focused on climate education and environmental awareness, with **more than 50 learners attending at least one Green Learning session**. This successful pilot represents a new direction in integrating wider community and global issues into our curriculum. Furthermore, this year Training Link began the process of **rebranding** and preparations for our **40th anniversary celebrations** scheduled for September 2025.

Key Impact and Achievements:

- **More than 60 learners** attended our ESOL courses, English Discussion Groups and Adult Literacy courses.
- **At least 52 people** attended our weekly IT Drop-In session and Digital Courses
- More than **85 people** successfully completed online vocational courses, including 66 learners receiving Level 2 Food Safety and Hygiene certificates, which are essential for any catering jobs
- We offered over **20 Windrush appointments** to help clients with the Windrush Compensation Scheme
- We provided **benefits advice and advocacy to more than 40 people**, mostly with benefits appeals or applications for Personal Independence Payments (PIP).
- We started the first Green session in September 2024, and in the period between September 2024 and March 2025, we ran **22 Green sessions which were attended by 112 people**.
- We extended our classes and services to at **least 25 refugees and migrants from Ukraine, Afghanistan and other countries living in Camden and Islington**, who attended our free Discussion groups and ESOL classes, Green sessions, digital learning and and IT Drop In sessions

Plans for the future

- Sustain and improve our core current work to help empower and up-skill disenfranchised residents to gain paid employment, access volunteering opportunities and become more socially active;
- Pilot and develop further services to help connect, share learning and empower service-users disproportionately experiencing social and economic exclusion;
- To develop new partnerships and projects to increase awareness of environmental issues among local residents and share practical information to enable more sustainable lifestyles;

- Raise our profile via improved face-to-face outreach, updated web-site and social media presence;
- Further develop and expand our learning opportunities for new groups such as refugees, asylum seekers and new migrants;
- To plan and celebrate our 40th anniversary in September 2025

TRAINING LINK PROJECTS AND ACTIVITIES

These are the reports from staff and tutors responsible for our programmes.

ESOL classes, Adult Literacy Project and Online Vocational Courses

Chris Carr, our ESOL Tutor and Project Coordinator, continued to teach most of the English classes at Training Link during the year. He also was responsible for English Discussion Group, Adult Literacy project and Online Vocational Courses. He does not only teaches but also interviews volunteers, assesses learners, sets up online courses and deals with the administrative side of many activities at the centre.

Adult Literacy Project

We recruit volunteers to teach English in a 1-1 setting. Most volunteers do face-to-face lessons, either at the centre or in a public space around Somers Town, but some also work online. I interview all the volunteers and offer teaching materials for each learner. I assess each learner, help volunteers to plan the lessons and try to help in whatever area of improving English is needed.

Since the start of the project, we had around 46 volunteers working on the project and I think it's been a great success. Most volunteers are students from UCL, and the college have told us that we were still the organisation that has the most volunteers recruited through them.

The project reaches out to many different people who may just need extra support while they are doing other classes with us, or those who prefer to learn English away from a whole class setting. It really helps build confidence and offers the volunteer the chance to get hands-on teaching experience and be involved in grassroots community work. **A big thank you to all the volunteers!**

New English Discussion Group "Tea and Talk" on Thursday morning

In June 2024 we started a new Discussion Group run by our new ESOL Teacher, Shana Bibi, who first joined us as a volunteer and later was offered a paid position. Between June and December 2024, we ran 26 sessions, in total 21 learners registered for this course and attended at least one session.

The aim of this Discussion Group is to give an opportunity for people with low command of English to practice and improve their English-speaking skills in a friendly and safe space, with a cup of tea, without feeling shy or embarrassed. We have learners who have come to London from a number of different countries, including Afghanistan, Ukraine, Bangladesh, China, Columbia, Ethiopia, Eritrea, Jordan, South Sudan, Ecuador, Saudi Arabia, Spain, Turkey and Vietnam.

This is a very inclusive group, and we welcome everyone -local residents, overseas students, migrant workers, refugees and asylum seekers.

Learners' Progress

Though we do not carry out formal assessments during this group, we monitor the confidence and active participation of the learners to measure the impact of the sessions. *Please see below two case studies:*

- I.A, an asylum seeker from Jordan had studied English in his country but struggled to express himself verbally and was quite hesitant when he began attending sessions. He seemed to wait to be corrected or assisted after almost every sentence. After a couple of months attending, he is able to express almost anything he wants and seems much less frightened to speak. His confidence has improved markedly.
- Q.H. is an elderly Vietnamese lady who has lived in the UK for many decades. She managed to get by in her work and family life without needing to speak much English. Having retired, she has a lot of free time and attends the sessions to improve her spoken English. She reads quite well, but has very broken English. At the start, she found it difficult to make herself understood, with her limited vocabulary and grammar. She has come a long way. She is not frightened at all now, to speak, has picked up lots of new vocabulary and is very eager to improve more. She always expresses how much she enjoys the sessions.

[Our Advice and Advocacy Services, including Windrush Compensation Scheme, Benefits appeals and Employment advice](#)

During the year we continued our work in partnership with the We Are Group, helping those in need by removing barriers that prevent them from accessing digital service and government support. We supported We Are Digital clients with Windrush Compensation Scheme claims, benefits appeals and claims and visa / citizenship claims.

During the year we successfully assisted over 20 clients through the complex Windrush Scheme process and supported more than 40 people with general advice related to benefits, e-visas, and other critical needs, ensuring stability and access to entitlements.

[Digital Inclusion and IT Drop-in sessions](#)

During the year we continued running the afternoon "Drop-in" sessions on Tuesdays and Thursdays, open to all who want to start learning how to use a computer as well as to those who need to practise for their courses or just improve their computer skills. Once a month we invite Digital Champions from Camden Council Digital Inclusion team to help our learners with any digital support questions or issues.

These sessions provide a safe and informal space for users to attend, no registration is needed. Someone may just pop in for a quick solution to a computer/phone problem or may be looking to learn a particular application skill which may necessitate coming back to continue the learning process. Some sessions are quite relaxed, but others can be a bit hectic depending on the number of people arriving and the type of issues raised.

At these sessions we also help people access the Government website for various services and information e.g. housing, benefits, immigration etc. E.g. we help people access the NHS app either to view and manage their hospital appointments and/or learn how to use an online form to contact their GP, or get an appointment with an optician.

People also come to TL for a quick job such as printing, photocopying, enquiring about other courses. They are able to read or answer their emails or get the latest news from their home countries. We have leaflets displaying information about classes and events from other organisations and community centres for anyone to see and take.

Camden Adult Community Learning and Digital Skills at Training Link

During the year through our partnership with Camden Adult Community Learning Team, we offered two digital courses at Training Link – **1) Essential Digital Skills** and **2) Introduction to Business and Office Administration Level 1**. These courses are run by Camden ACL tutors and are always very popular with residents. This year at least 15 people enrolled on these digital courses.

Green Learning Project

During the year we piloted a new Green Learning Project as part of the larger three-year Somers Town Future Neighbourhood project funded by the Greater London Authority and managed by Camden Council. The boroughs of Camden and of Kensington and Chelsea were both funded as a pilot to develop new techniques to improve both environmental awareness and behaviour by individuals and organisations at a local level. Organisations were to make practical improvement such as retrofitting social housing and greening housing estates and streets. Individuals were to be encouraged to make “green” lifestyle changes. The project also aimed to promote closer working together by the statutory services, voluntary sector and individuals to bring about change. This was a three-year project which Training Link joined for the final year.

The project was a brilliant success for Training Link. We were very lucky in having some excellent candidates for the new post of Green Learning Coordinator and we chose Anna Rognaldson with her extensive knowledge of environmental issues and of campaigning and her experience of working with the community at a grass roots level. Anna developed a programme of weekly Green Tuesdays aiming to promote thinking on environmental issues as well as to teach practical skills. She also researched some changes we could make to the office and cleaning products which are better for the health of the cleaner as well as being better for the planet.

We started the first Green session in September 2024, and in the period between September 2024 and March 2025, we ran 22 Green sessions which were attended by 112 people. On average six to eight people attended each session and we now have a dedicated Whats App group which has 52 people. During the period we recruited five volunteers who helped with outreach and publicity, and with running the sessions.

Sessions were on a wide range of topics including:

- Beeswax food wraps
- Visible mending session
- Sustainable clothes shopping “Learn to shop and sell online”
- Make an Eco Loofa Soap
- Upcycled jewellery making
- Upcycling bags
- Improve your CV with Accredited Environmental awareness in the workplace training
- Trip to British Museum Unearthed Exhibition
- Two trips to Camley Street Nature Reserve

ACKNOWLEDGEMENT AND THANKS

The Management Committee and Trustees would like to thank staff, tutors, supporters and dedicated volunteers who invest much time and effort to run classes and advice sessions, develop and implement projects, organise and attend various events in the community on behalf of Training Link.

We also wish to thank partners, whose drive and enthusiasm have continued to bring about the success of our shared activities, particularly Camden Adult Community Learning who run courses on site, University College London Student Union and Camden Centre for Volunteers who signpost volunteers to support our work, Life after Hummus, Somers Town Community Association and the Living Centre, Somers Town Museum, HealthProm, North London NHS PCAN, British Museum Community Outreach Team and more...

We would like to thank the following organisations who funded us during 2023-24:

- London Borough of Camden
- The Fitzdale Trust
- Vandervell Foundation
- North Central London (NCL) Training Hub (PCAN project)
- Somers Town Big Local
- All National Lottery Awards for All England
- The Francis Crick Institute
- Somers Town Big Local
- Somers Town Future neighbourhoods

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2025
for
Training Link

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

[Training Link](#)

Contents of the Financial Statements
for the Year Ended 31 March 2025

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Training Link

Report of the Trustees
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

ACHIEVEMENTS AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road
London
NW1 1ES

Trustees

B Goring-Moore
Dr E Arnold
Ms K Hayes
Ms M Christian
P E Tomlinson

Company Secretary

Ms T Buynovskaya

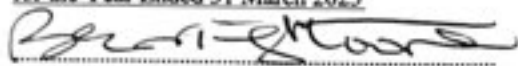
Independent Examiner

John Lambourne
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Approved by order of the board of trustees on 24 Nov 2025 and signed on its behalf by:

Training Link

Report of the Trustees
for the Year Ended 31 March 2025

A handwritten signature in black ink, appearing to read 'B Goring-Moore', written over a horizontal dotted line.

B Goring-Moore - Trustee

Independent Examiner's Report to the Trustees of
Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.

John Lambourne

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Date:

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		438	-	438	491
Charitable activities					
Services etc		29,588	57,364	86,952	70,227
Room hire		2,436	-	2,436	-
Investment income	2	1,470	2	1,472	634
Total		<u>33,932</u>	<u>57,366</u>	<u>91,298</u>	<u>71,352</u>
EXPENDITURE ON					
Charitable activities					
Services etc		<u>39,193</u>	<u>62,377</u>	<u>101,570</u>	<u>61,576</u>
NET INCOME/(EXPENDITURE)		(5,261)	(5,011)	(10,272)	9,776
RECONCILIATION OF FUNDS					
Total funds brought forward		16,883	27,917	44,800	35,024
TOTAL FUNDS CARRIED FORWARD		<u>11,622</u>	<u>22,906</u>	<u>34,528</u>	<u>44,800</u>

[Training Link](#)

[Balance Sheet](#)
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
CURRENT ASSETS					
Cash at bank and in hand		12,946	22,904	35,850	46,123
CREDITORS					
Amounts falling due within one year	8	(1,322)	-	(1,322)	(1,323)
NET CURRENT ASSETS		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
NET ASSETS		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
FUNDS	9				
Unrestricted funds				11,624	16,883
Restricted funds				22,904	27,917
TOTAL FUNDS				<u>34,528</u>	<u>44,800</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

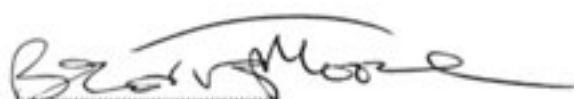
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:



B Goring-Moore - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>1,472</u>	<u>634</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Other operating leases	<u>4,757</u>	<u>4,500</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Office manager	1	1
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
Director	1	1
	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	491	-	491
Charitable activities			
Services etc	11,259	58,968	70,227
Investment income	634	-	634
Total	<u>12,384</u>	<u>58,968</u>	<u>71,352</u>
EXPENDITURE ON			
Charitable activities			
Services etc	<u>21,224</u>	<u>40,352</u>	<u>61,576</u>
NET INCOME/(EXPENDITURE)	(8,840)	18,616	9,776
RECONCILIATION OF FUNDS			
Total funds brought forward	25,723	9,301	35,024
TOTAL FUNDS CARRIED FORWARD	<u><u>16,883</u></u>	<u><u>27,917</u></u>	<u><u>44,800</u></u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
DEPRECIATION			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
NET BOOK VALUE			
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Accruals and deferred income	662	663
Accrued expenses	660	660
	<u>1,322</u>	<u>1,323</u>

9. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	16,883	(5,259)	11,624
Restricted funds			
Big Lottery Fund	-	3,820	3,820
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	25,667	(21,214)	4,453
Camden Resilience Fund	1,250	2,402	3,652
Vandervell Foundation	1,000	-	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>27,917</u>	<u>(5,013)</u>	<u>22,904</u>
TOTAL FUNDS	<u>44,800</u>	<u>(10,272)</u>	<u>34,528</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	33,932	(39,191)	(5,259)
Restricted funds			
Big Lottery Fund	20,000	(16,180)	3,820
Fitzdale Trust	5,500	(5,500)	-
Francis Crick	4,351	(2,663)	1,688
Big Local	4,500	(1,597)	2,903
Camden CIL	-	(21,214)	(21,214)
Camden Resilience Fund	8,001	(5,599)	2,402
Somers Town Future Neighbourhoods	15,014	(9,626)	5,388
	<u>57,366</u>	<u>(62,379)</u>	<u>(5,013)</u>
TOTAL FUNDS	<u>91,298</u>	<u>(101,570)</u>	<u>(10,272)</u>

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	25,723	(8,840)	16,883
Restricted funds			
Fitzdale Trust	750	(750)	-
Camden CIL	3,816	21,851	25,667
Camden Resilience Fund	-	1,250	1,250
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
	<u>9,301</u>	<u>18,616</u>	<u>27,917</u>
TOTAL FUNDS	<u>35,024</u>	<u>9,776</u>	<u>44,800</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,384	(21,224)	(8,840)
Restricted funds			
Fitzdale Trust	-	(750)	(750)
ST Big Local	417	(417)	-
Camden CIL	38,500	(16,649)	21,851
Camden Resilience Fund	7,500	(6,250)	1,250
London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
	<u>58,968</u>	<u>(40,352)</u>	<u>18,616</u>
TOTAL FUNDS	<u>71,352</u>	<u>(61,576)</u>	<u>9,776</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	25,723	(14,099)	11,624
Restricted funds			
Big Lottery Fund	-	3,820	3,820
Fitzdale Trust	750	(750)	-
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	3,816	637	4,453
Camden Resilience Fund	-	3,652	3,652
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>9,301</u>	<u>13,603</u>	<u>22,904</u>
TOTAL FUNDS	<u>35,024</u>	<u>(496)</u>	<u>34,528</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	46,316	(60,415)	(14,099)
Restricted funds			
Big Lottery Fund	20,000	(16,180)	3,820
Fitzdale Trust	5,500	(6,250)	(750)
Francis Crick	4,351	(2,663)	1,688
ST Big Local	417	(417)	-
Big Local	4,500	(1,597)	2,903
Camden CIL	38,500	(37,863)	637
Camden Resilience Fund	15,501	(11,849)	3,652
London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
Somers Town Future Neighbourhoods	15,014	(9,626)	5,388
	<u>116,334</u>	<u>(102,731)</u>	<u>13,603</u>
TOTAL FUNDS	<u>162,650</u>	<u>(163,146)</u>	<u>(496)</u>

Training Link

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

Training Link

Detailed Statement of Financial Activities for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	438	491
Investment income		
Deposit account interest	1,472	634
Charitable activities		
Service programme income	11,828	11,259
Grants	77,560	58,968
	89,388	70,227
Total incoming resources	91,298	71,352
EXPENDITURE		
Charitable activities		
Staff costs	55,823	21,863
Pensions	3,193	1,736
Rent	4,757	4,500
Water Rates	395	477
Insurance	818	788
Light and heat	3,000	2,809
Telephone	736	679
Postage and stationery	1,778	909
Advertising	584	1,412
Sundries	1,415	3,067
Computer expenses	2,484	333
Teaching	21,490	17,924
Volunteers costs	759	-
Subscriptions	919	785
Cleaning	183	1,031
Repairs	386	385
Rates	2,099	2,133
Bank charges	91	85
	100,910	60,916
Support costs		
Governance costs		
Accountancy and legal fees	660	660
	660	660
Total resources expended	101,570	61,576
Net (expenditure)/income	(10,272)	9,776

This page does not form part of the statutory financial statements

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2025
for
Training Link

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

[Training Link](#)

[Contents of the Financial Statements
for the Year Ended 31 March 2025](#)

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Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 12

Training Link (Registered number: 03142188)

Report of the Trustees
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

ACHIEVEMENTS AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road
London
NW1 1ES

Trustees

B Goring-Moore
Dr E Arnold
Ms K Hayes
Ms M Christian
P E Tomlinson

Company Secretary

Ms T Buynovskaya

Independent Examiner

John Lambourne
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Approved by order of the board of trustees on 24 November 2025 and signed on its behalf by:

Training Link (Registered number: 03142188)

Report of the Trustees
for the Year Ended 31 March 2025

B Goring-Moore - Trustee

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.

John Lambourne

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

18 December 2025

[Training Link](#)

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		438	-	438	491
Charitable activities					
Services etc		29,588	57,364	86,952	70,227
Room hire		2,436	-	2,436	-
Investment income	2	1,470	2	1,472	634
Total		33,932	57,366	91,298	71,352
EXPENDITURE ON					
Charitable activities					
Services etc		39,193	62,377	101,570	61,576
NET INCOME/(EXPENDITURE)		(5,261)	(5,011)	(10,272)	9,776
RECONCILIATION OF FUNDS					
Total funds brought forward		16,883	27,917	44,800	35,024
TOTAL FUNDS CARRIED FORWARD		11,622	22,906	34,528	44,800

The notes form part of these financial statements

Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
CURRENT ASSETS					
Cash at bank and in hand		12,946	22,904	35,850	46,123
CREDITORS					
Amounts falling due within one year	8	(1,322)	-	(1,322)	(1,323)
NET CURRENT ASSETS		11,624	22,904	34,528	44,800
TOTAL ASSETS LESS CURRENT LIABILITIES		11,624	22,904	34,528	44,800
NET ASSETS		11,624	22,904	34,528	44,800
FUNDS	9				
Unrestricted funds				11,624	16,883
Restricted funds				22,904	27,917
TOTAL FUNDS				34,528	44,800

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 24 November 2025 and were signed on its behalf by:

B Goring-Moore - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>1,472</u>	<u>634</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Other operating leases	<u>4,757</u>	<u>4,500</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Office manager	1	1
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
Director	1	1
	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	491	-	491
Charitable activities			
Services etc	11,259	58,968	70,227
Investment income	634	-	634
Total	<u>12,384</u>	<u>58,968</u>	<u>71,352</u>
EXPENDITURE ON			
Charitable activities			
Services etc	<u>21,224</u>	<u>40,352</u>	<u>61,576</u>
NET INCOME/(EXPENDITURE)	(8,840)	18,616	9,776
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>25,723</u>	<u>9,301</u>	<u>35,024</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>16,883</u></u>	<u><u>27,917</u></u>	<u><u>44,800</u></u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
DEPRECIATION			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
NET BOOK VALUE			
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Accruals and deferred income	662	663
Accrued expenses	660	660
	<u>1,322</u>	<u>1,323</u>

9. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	16,883	(5,259)	11,624
Restricted funds			
Big Lottery Fund	-	3,820	3,820
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	25,667	(21,214)	4,453
Camden Resilience Fund	1,250	2,402	3,652
Vandervell Foundation	1,000	-	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>27,917</u>	<u>(5,013)</u>	<u>22,904</u>
TOTAL FUNDS	<u>44,800</u>	<u>(10,272)</u>	<u>34,528</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,932	(39,191)	(5,259)
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Big Lottery Fund	20,000	(16,180)	3,820
Fitzdale Trust	5,500	(5,500)	-
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Camden CIL	-	(21,214)	(21,214)
Camden Resilience Fund	8,001	(5,599)	2,402
Somers Town Future Neighbourhoods	15,014	(9,626)	5,388
	<u>57,366</u>	<u>(62,379)</u>	<u>(5,013)</u>
TOTAL FUNDS	<u>91,298</u>	<u>(101,570)</u>	<u>(10,272)</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	25,723	(8,840)	16,883
Restricted funds			
Fitzdale Trust	750	(750)	-
Camden CIL	3,816	21,851	25,667
Camden Resilience Fund	-	1,250	1,250
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
	<u>9,301</u>	<u>18,616</u>	<u>27,917</u>
TOTAL FUNDS	<u>35,024</u>	<u>9,776</u>	<u>44,800</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
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Restricted funds			
Fitzdale Trust	-	(750)	(750)
ST Big Local	417	(417)	-
Camden CIL	38,500	(16,649)	21,851
Camden Resilience Fund	7,500	(6,250)	1,250
London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
	<u>58,968</u>	<u>(40,352)</u>	<u>18,616</u>
TOTAL FUNDS	<u>71,352</u>	<u>(61,576)</u>	<u>9,776</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	25,723	(14,099)	11,624
Restricted funds			
Big Lottery Fund	-	3,820	3,820
Fitzdale Trust	750	(750)	-
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	3,816	637	4,453
Camden Resilience Fund	-	3,652	3,652
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>9,301</u>	<u>13,603</u>	<u>22,904</u>
TOTAL FUNDS	<u>35,024</u>	<u>(496)</u>	<u>34,528</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	46,316	(60,415)	(14,099)
Restricted funds			
Big Lottery Fund	20,000	(16,180)	3,820
Fitzdale Trust	5,500	(6,250)	(750)
Francis Crick	4,351	(2,663)	1,688
ST Big Local	417	(417)	-
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London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
Somers Town Future Neighbourhoods	15,014	(9,626)	5,388
	<u>116,334</u>	<u>(102,731)</u>	<u>13,603</u>
TOTAL FUNDS	<u>162,650</u>	<u>(163,146)</u>	<u>(496)</u>

[Training Link](#)

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

TRAINING LINK

England & Wales - Charity number 1051662

Accounts

Annual Report and Financial Statements

Year Ended 31 March 2024



Training Link (A company limited by guarantee)

Charity number 1051662
Company number 03142188

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LEGAL AND ADMINISTRATIVE DETAILS

Training Link Ltd

Registered Office: 54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662

Registered Company Number (England & Wales): 03142188

Telephone: 020 7383 5405

Email: director@traininglink.org.uk

Website: www.traininglink.org.uk

The Trustees confirm that they have taken into account the Charity Commission's general guidance on public benefit when reviewing Training Link's aims and objectives and in planning future activities.

Independent Examiner: John Lambourne FCA, Latham Lambourne Ltd, 18 Woodlands Park, Bexley, Kent DA5 2EL

Bank: Lloyds Bank plc, 25 Gresham Street, London, EC2V 7HN

Management Committee & Trustees

Trustees: Brenda Goring Moore (Chair), Millicent Christian, Dr Elaine Arnold OBE, Kathleen Hayes (Treasurer).

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Maya Alva, Elizabeth Ajith, Frances Connelly, Larlan Davis (from September 2022), Tracey Hamilton, Paul Tomlinson (from September 2022)

The company's Directors are also the charity's Trustees.

OUR MISSION, AIMS AND OBJECTIVES

About Training Link

Training Link is a small and welcoming charity based in the St Pancras and Somers Town ward of the London Borough of Camden where a fifth of residents hold no nationally recognised qualifications. The employment rate for the ward is 46% compared with 68% for the borough's highest scoring ward, Belsize (2021 Census). There are six schools in which the average eligibility for free school meals is 57% with the Camden average being 40%, (Borough and ward map data pack Dec 2022). Set against this background of challenges, Training Link's small team of staff and volunteers upskill and empower local residents, including those who find it hard to access mainstream services.

We provide a range of IT training, accredited vocational training, employability support, English for speakers of other languages (ESOL) and one-to-one literacy support. We also offer advice and advocacy, mainly around benefits and immigration claims and appeals. We help residents build their confidence, become more active in civic society, volunteer, and earn money through paid work. Learners come from diverse starting points, often having limited social networks, confidence, finances, digital or English language skills. They may be family carers, low-waged earners or suffering from a disability or health condition. We provide a choice of learning approaches tailored to individual learning styles and educational gaps that larger institutions might not have the flexibility to address.

We are commissioned by We Are Digital Group, a Home Office funded company, to offer advice and advocacy support for Windrush residents, EU citizens and socio-economically disadvantaged residents in need of citizenship, housing, disability and benefits advice.

OUR MISSION is to relieve poverty, advance education and advance employment opportunities for black and ethnic minority and socially excluded people, by facilitating access to training to enhance employment opportunities.

WE WORK TO:

- Promote basic skills, vocational training for employment, advice, support and cross-cultural activities to help socially-excluded residents including BAME heritage women and older people to improve wellbeing and better engage with the wider mainstream community, volunteering and employment;
- Provide programmes of awareness, advice and guidance, equipping service-users with skills to make informed decisions about their own and their dependents' lives;
- Enable service-users to gain better access to legal and statutory support on health, housing, immigration, education and training services via our own internal resources and signposting to specialist local services;
- Support and develop education, employment and enterprise opportunities for service-users;
- Help improve the quality of life for local people as a whole and encourage disadvantaged residents to participate more widely in activities and social action for the benefit of a wider local community.

OUR VALUES

- Small, supportive and person-centred
- Embedded in the community
- Offering an opportunity to enter adult education for people who have not done this before
- Offering opportunities to learners with family responsibilities

HISTORY

Training Link developed in the mid-1980s from a project called the Camden Bus. This was a bus that visited local housing estates in Camden to promote training and educational opportunities for women. The women involved in it set up Women's Training Link as an independent organisation to be able to fundraise to continue their work. The organisation was very innovative, offering women from ethnic minorities the chance to train as black cab drivers and later driving instructors.

In the mid-1990s, the organisation moved to its current location in Somers Town, having originally been based in Holborn. It also became Training Link. This allowed us to open our courses to men and made it easier to fundraise. However, a majority of our trustees, management committee and learners are still women from ethnic minority backgrounds.

Training Link has always had basic skills training as an important part of its work. That continues today, linking in with our online vocational courses, computer courses and twice-weekly drop-in sessions.

In 2023, one of our trustees, Dr Elaine Arnold, was awarded an OBE in the Birthday Honours for services to children of African descent and to charity.

REPORT OF THE TRUSTEES AND MANAGEMENT COMMITTEE

CHAIR'S REPORT

Welcome to the Training Link (TL) Annual Report for 2023–2024. When I presented at the Annual General Meeting (AGM) in September 2023, we were still focused on combatting the ongoing threat of COVID-19. Although we continue to live with COVID, we remain vigilant. Additionally, we face some very significant and pressing challenges such as the ongoing conflicts around the world and perhaps the most critical challenge for our service users - the continuous rise in the cost of energy and food, commonly referred to as the "cost of living crisis." These unprecedented increases in living expenses have pushed many of our clients to the brink of despair, with an increasing number finding themselves on the margins of survival, thereby intensifying the need for our services.

We are pleased to announce the appointment of our new Director, Tanya Buynovskaya, who joined TL in October 2023 and is now an integral part of our team. Tanya has been doing outstanding work since her arrival. In addition, we have recently employed a Green Learning Coordinator, Anna Rognaldsen. Furthermore, a new discussion group entitled "Tea and Talk," facilitated by Shana Bibi, who has also recently joined our team, takes place on Thursday mornings.

In 2023 TL held a strategy session to plan future work, and in December 2023, we organised a Christmas gathering. These events were made possible through the considerable efforts of our director, who worked diligently to ensure their success. Our commitment is to continue providing an easily accessible program of face-to-face courses and other learning opportunities for our learners. These initiatives have been well received and supported by the community. We remain open to new ideas and suggestions from both learners and community members. Our evolving approach aims not only to enhance skills and knowledge but also to foster personal development. Therefore, we strive to engage the diverse talents of our community members to work together in unity.

We continue to work with We-Are-Group formerly known as We-Are-Digital in different areas of work supporting people using the Government website. The Essential Digital Skills Qualifications (EDSQ), piloted on behalf of Camden Adult Community Learning in 2022, has been very successful and will continue, leading to a National Open College Network (NOCN) award. Tracey, who previously taught this course, recently transitioned to a new role as Library Manager. She has also taught a Level 1 Business Administration course from September 2023 to July 2024, which was also a NOCN award. Tracey has dedicated over 20 years of service at TL on behalf of Camden Adult Community, and we wish her all the best in her new position. It has been a pleasure working alongside Tracey for the past seven years as her teaching assistant; she will be greatly missed. I would also like to express my gratitude to my fellow Management Committee members and Trustees for their unwavering support, as well as to our members who have stood by the organisation. Special thanks to Chris, Nelly, Abimbola, Steve and Peter who retired as Director last September 2023 but continues to volunteer with TL as an advisor. I also wish to acknowledge our new cleaner, Rosa, and all the volunteers who have tirelessly worked to meet the needs of our learners and clients. I thank our funders for their continued generosity and support of our work. I recognise that the landscape has shifted even in the past year, but change is central to Training Link's mission: helping people transform their lives and reach their potential for a better future. I encourage our funders and supporters to continue helping us facilitate that change. A huge thank you also goes to our auditor.

I extend my appreciation to Frances for her support alongside Tanya in applying for funding and for supporting Anna, our Green Coordinator. Additionally, I would like to thank Kathleen for her ongoing assistance with financial matters.

I am grateful to our partners, particularly our Camden family and neighbours in Somers Town, The Living Centre group and staff, and Life After Hummus. May we all continue to work together to assist residents in realising their aspirations for themselves and their families.

In conclusion, I am optimistic that in 2024 Training Link will continue to strengthen its support networks and build upon our past achievements. Together, we will strive to enhance our services and meet the evolving needs of our community. I extend my best wishes to all and reaffirm my commitment to providing support wherever it is required.

*Millicent Christian,
Training Link Chair*

DIRECTOR'S REPORT

I joined Training Link in October 2023 and one of my priorities from the start was to learn about its history and its amazing work in Somers Town and wider Camden. I also enjoyed meeting its people, beneficiaries and partners. My other key priority during this time was to explore new funding opportunities and develop new funding bids to ensure we can continue, improve, and extend our services and educational support to local underprivileged Camden residents. During the first six months at my role as Director I also looked at the ways we can upgrade our IT system and move to cloud-based Office 365, increase our staffing and volunteering capacity and skills, strengthen existing partnerships and develop new ones. I would like to thank all Training Link Management Committee members, staff and volunteers, and especially Millie Christian, Frances Connelly, Kathleen Hayes and Peter Lush, who helped me settle down and learn about Training Link and its operations, and who were always there for me with advice and support!

FINANCIAL OVERVIEW

Total income in the financial year 2023-2024 was £71,352, representing an increase from £28,249 in 2022-2023 as we rebuild face-to-face services. Total expenditure amounted to £61,916, also an increase from £49,520 in 2022-2023. This contributed to a healthy expansion of our services.

About Training Link and Somers Town

Training Link has been providing basic skills learning for residents in Somers Town and wider Camden for almost 40 years. Somers Town and Kings Cross are home to the highest number of borough households experiencing food poverty (516), some of the highest concentrations of households with incomes below £20,000 and higher concentrations of individuals receiving unemployment benefits, income support and universal credit. 18% of our local residents, including BAME women and older learners, have no qualifications. 2020 Ward Analyses indicate higher-than-average receipt of Disability Living Allowances, Incapacity Benefits and Severe Disablement support in the local community.

Our easily accessible learning centre is based at the heart of Somers Town, just a short walking distance from Euston and St Pancras stations. We offer a friendly place for residents to get out of the house, connect with the local community, learn new skills and share their learning, improve their employment skills and meet new friends.

Services are facilitated by staff, volunteers and Management Committee members with experiences reflecting those of service-users and extensive grass-root networks. We also receive support from more than 40 volunteers, who teach English in a one-to-one setting either at the centre or in a local public space, as well as online.

Our Impact during the year

- In the year 2023-24 we delivered more than **230 learning sessions for 215 learners** focusing on *digital inclusion and digital skills, ESOL, maths, employability and financial literacy*.
- Most of our learners came from Camden, with at least 25% from the St Pancras and Somers Town ward. More than 75% of our learners were women and 74% spoke English as their second language. 63% of our learners were unemployed.
- **77 learners** attended our ESOL courses, English Discussion Group and Adult Literacy courses.
- More than **120 people** registered for online vocational courses
- We supported **47 clients** with the Windrush Compensation Scheme
- From May 2023 we provided **benefits advice and advocacy to 70 people**, mostly with benefits appeals or applications for Personal Independence Payments (PIP).
- As part of the NHS PCAN project, **we helped 24 people to register for this NHS training course**, with 10 completing the course.

Plans for the future

- Sustain and improve our core current work to help empower and up-skill disenfranchised residents to gain paid employment, access volunteering opportunities and become more socially active;
- Pilot and develop further services to help connect, share learning and empower service-users disproportionately experiencing social and economic exclusion;
- Support the Council's 2020 – 2025 Climate Action Plan and Somers Town Future Neighbourhoods programme and initiate partnerships and creative learning approaches to increase awareness of environmental issues and share practical information to enable more sustainable lifestyles;
- Raise our profile via improved face-to-face outreach and social media presence;
- Further develop and expand our learning opportunities for new groups such as refugees, asylum seekers and new migrants;
- Develop a programme of activities to celebrate our 40th anniversary in 2025.

TRAINING LINK PROJECTS AND ACTIVITIES

These are the reports from staff and tutors responsible for our programmes.

ESOL classes, Adult Literacy Project and Online Vocational Courses

Chris Carr, our ESOL Tutor and Project Coordinator, teaches most of the English classes at Training Link and is also responsible for English Discussion Group, Adult Literacy project and Online Vocational Courses. This involves not only teaching, but also interviewing volunteers, assessing learners, setting up online courses and dealing with the administrative side of many activities at the centre.

Adult Literacy Project

We recruit volunteers to teach English in a 1-1 setting. Most volunteers do face-to-face lessons, either at the centre or in a public space around Somers Town, but some also work online. I interview all the volunteers and offer teaching materials for each learner. I assess each learner, help volunteers to plan the lessons and try to help in whatever area of improving English is needed.

Since the start of the project, we had around 46 volunteers working on the project and I think it's been a great success. Most volunteers are students from UCL, and the college have told us that we were still the organisation that has the most volunteers recruited through them.

The project reaches out to many different people who may just need extra support while they are doing other classes with us, or those who prefer to learn English away from a whole class setting. It really helps build confidence and offers the volunteer the chance to get hands-on teaching experience and be involved in grassroots community work. **A big thank you to all the volunteers!**

English Discussion Group

Our Thursday English Discussion Group is an informal English conversational group. We choose a different topic to speak about each week. I give out the topic a week before to give learners the chance to think about what they're going to say. Again, it really helps people's speaking confidence in a friendly, nonjudgmental setting. We have a wide range of learners covering four continents! And it's interesting to hear such a range of people share their experiences. Numbers in the class usually range between five and nine each week.

ESOL Level 1

In July 2023, seven learners finished the Level One course and took an exam in Reading, Writing and Speaking and Listening. Five people passed everything and two did not pass. This course is more formal than the Discussion Group. We do accredited exams through the National Open College Network (NOCN).

ESOL Entry Level 3 and Entry 3 Functional English Skills

These two courses started in September 2023, with each course being attended by five learners. All 10 learners will be doing the accredited NOCN exams towards the end of this academic year. Both courses are quite similar, but Entry 3 Functional English Skills course is more analytical and involves more reading and writing than in Entry 3. There is a Speaking and Listening element in each course as well.

Online Vocational Courses

I'm the coordinator for the online vocational courses we offer at Training Link. Courses we offer include Food Safety, Customer Care, First Aid and Health and Safety in a Care Setting, and there are numerous other online courses that can be made available to our learners upon request. These courses are useful in terms of helping people find work. 54 people have registered for online courses and completed them. The Food Safety course is by far the most popular and most useful for our learner as it can help get paid or voluntary work. The Food Safety certificate is needed for any food preparation setting, such as a café, restaurant etc. The courses are all done remotely and can be done at our centre or people can do them from home. This means that we can reach out to a lot more people.

I hope all the projects continue in the future as they are really beneficial for people in the local area and can help them with academic learning, finding work and helping create community cohesion.
Chris Carr

Our Advice and Advocacy Services, including Windrush Compensation Scheme, Benefits appeals and Employment advice

We continue to work in partnership with the We Are Group (formerly We Are Digital). There are three parts of the work: Windrush Compensation Scheme claims, benefits appeals and claims and visa / citizenship claims.

We supported **47 clients** seeking *Windrush Compensation Scheme* between April 2023 and March 2024. Each appointment lasted up to three hours. Some of the accounts of crackdowns on 'illegal' Windrush residents in the not-too-distant past and anecdotes of childhood arrivals in the UK were distressing. Jobs and homes are put at risk in spite of long-term U.K. residents having arrived legally; their devastation at facing such events means that we listen carefully as client stories unfold. Our support is not just technical; feedback suggests our expertise, in tandem with compassionate concern, is much appreciated.

Since May 2023 **we provided benefits advice and advocacy to 70 people**, mostly helping with benefits appeals or applications for Personal Independence Payments (PIP). Some of the above cases were equally shocking, e.g. we had clients with a permanent health condition, such as epilepsy, who learnt that their entitlement to PIP had been removed after they had received the benefit for years. We often encourage people to attend the Social Security Appeal Tribunal hearings so they can talk to the panel and judge directly.

During the year we also helped with claims and appeals for Universal Credit, with cost-of-living applications, employment advice and general benefits advice. One of our clients has recently been awarded 'A Cost of Living' payment and was able to purchase a fridge at last. We also did a couple of online 'no fault' divorce cases, and one 'single justice procedure' where someone wanted to plead guilty to a magistrate's court motoring offence.

We strive to provide a very friendly and supportive environment at all our advice sessions and most people who attend them are very satisfied with the unique service offered by Training Link. When people come to see us, we also signpost them to other services and courses provided by Training Link. We encourage them to attend our drop-in sessions and consider any courses that may be useful for them.

This is still a new area of work for Training Link, and we hope to expand our advice and advocacy services and continue helping our vulnerable clients in the future.

Peter Lush, Millie Christian and Abimbola Ademuyiwa

Case Study: From Learner to Citizen

Anna (not her real name) first joined our basic IT skills training course a few years ago, coming back to practise at our drop-in sessions. She then progressed to complete online vocational courses on site with help from our team to gain qualifications for work. A single parent with an eight-year-old son, she is settled in Somers Town after fleeing ethnic and religious persecution. She had been in the United Kingdom with 'Indefinite leave to remain' for over 20 years. She is unable to contact her family.

She told our Advocacy Adviser that she would feel more secure in the United Kingdom if she became a British citizen; Training Link helps process such applications in partnership with 'We Are Digital' which is commissioned by the Home Office. We helped her complete relevant forms, source referees and photos for herself and her son; this was complicated by the fact that her son's Head Teacher did not agree to be one of her referees. 'We are Digital' funding provided a single session with her; and so five follow-up sessions with our Advisers were covered by small grant funding and voluntary input from our Level 3 AIG-qualified Chair and a Magistrate volunteer.

To our delight, Anna returned several months later, happy and excited, to announce that both she and her son had been granted British citizenship. Anna has continued attending Training Link classes and is now a part-time Teaching Assistant at a local school. Slowly, through reconnection and support, she is able to capitalise on previous training and experience as a teacher in her country of origin. Well done Anna! We look forward to watching you reach further heights after achieving these first, hardest steps.

Computers for Older People and IT Drop-in sessions

During the year we continued running the afternoon "Drop-in" sessions on Tuesdays and Thursdays, open to all who want to start learning how to use a computer as well as to those who need to practise for their courses or just improve their computer skills.

These sessions provide a safe and informal space for users to attend, no registration is needed. Someone may just pop in for a quick solution to a computer/phone problem or may be looking to learn a particular application skill which may necessitate coming back to continue the learning process. Some sessions are quite relaxed, but others can be a bit hectic depending on the number of people arriving and the type of issues raised.

Some people come to TL via the Job Centre and they can be complete beginners who need to search for jobs, update and send their CV and open/manage an email. Others have some knowledge from years ago, or from previous work and thus need to update it. They usually learn quickly, being a good typist is a plus and they need to concentrate on learning the application.

We also help those who need to access the Government website for various services and information e.g. housing, benefits, immigration etc. Recently we have shown some learners how to access the NHS app either to view and manage their hospital appointments or to use an online form to contact their GP, or get an appointment with an optician.

People also come to TL for a quick job such as printing, photocopying, enquiring about other courses. They are able to read or answer their emails or get the latest news from their home countries. We have leaflets displaying information about classes and events from other organisations and community centres for anyone to see and take.

This year, we have had more people wanting to learn how to use their mobile phone and this in itself was very interesting. Apple iPhone and Android Smartphones Interface are not the same on all phones. I had to explore the menus to find the right way to do things in various phones, yes, definitely a lot of learning on the subject specific to each phone manufacturer. Most questions are about using WhatsApp, sending or replying to texts, audios, videos and pictures.

Luckily, to accelerate the recent learning, I had the wonderful help of young "wizard" Chris who is not only a tech savvy but kind, patient and super helpful. We are very fortunate to have him volunteering at TL during his holiday time.

Nelly Pineda

[Camden Adult Community Learning and Digital Skills at Training Link](#)

In 2023-24 Training Link continued working in partnership with Camden Adult Community Learning and Tracey Hamilton, our much-loved tutor from Camden ACL, led our digital skills training every Monday. As we are saying our goodbyes and thanks to Tracey, who is moving to full-time management of Swiss Cottage Library from September 2024, we are happy to share her final report and reflections below.

"As I transition from my teaching role at Training Link to full-time management of Swiss Cottage Library, I would like to reflect on my time and contributions to this invaluable centre that I have taught at for almost 20 years.

Courses Delivered

During my tenure at Training Link, I was responsible for delivering several key courses via Camden Adult Community Learning aimed at empowering our community members with essential digital skills. In the past, I have taught mainly MS Office Applications (Excel, Word, PowerPoint), I also taught web design which has been very popular. During the last year I taught two courses at Training Link – **1) Essential Digital Skills Qualification** and **2) Introduction to Business and Office Administration Level 1**.

Student Outcomes & Progression

The response to these courses was overwhelmingly positive, especially with the introduction of the Intro to Business & Office course, which was offered for the first time. Many students from the **Essential Digital Skills Qualification** course will be advancing to higher-level IT courses or have utilised their new skills in their current jobs, enhancing their productivity and efficiency. Student of the **Introduction to Business and Office Administration Level 1** course reported increased confidence in handling business tasks, and being much more efficient.

Personal Reflections and Parting Words

It has been a remarkable journey to witness the growth and achievements of our students. Their determination and progress have been a source of immense pride and fulfilment for me.

As I step into my new role managing the community library, I carry with me countless memories and the satisfaction of knowing that I have contributed to the personal and professional growth of many individuals. Training Link has been more than just a teaching centre; it has been a community, a family where every success is shared and celebrated.

I am confident that Training Link will continue to thrive and make a significant impact on the lives of many more. I leave with a heart full of gratitude and a deep appreciation for the friendly, open and collaborative spirit that defines this organisation.

Thank you for the support and trust over the years. I look forward to seeing Training Link reach even greater heights".

Tracey Hamilton

PCAN Project -Preparing for Work in NHS

I have undertaken various administrative and publicity tasks at Training Link. This year, I attended an outreach event at the UCL Volunteering Fair for Training Link. I recruited a new Office Cleaner and was responsible for building maintenance. I was an invigilator for the end of course exams.

This year I was responsible for the implementation of the NHS PCAN project at Training Link. This scheme was intended to encourage eligible students, interested in entry level roles in primary care, to enrol and embark on a three-week online study course. We had 50 to 60 enquiries regarding this scheme, I personally enrolled 24 people online and 10 went on to successfully complete the course.

Stephen McCarthy

Testimonials From Learners

“——

The tutor is very helpful and kind

“——

I feel safe here, I can ask for any advice or help

“——

Thank you for the tools and knowledge shared throughout the course.

“——

I feel welcomed and encouraged to learn

“——

I am learning so much from everyone

“——

Tutors created a safe and supportive learning environment [for] practical learning and output, reflection and creativity

“——

Really enjoyed the whole ambience and flow of the sessions. Lovely tutors

“——

It was an encouraging and inspirational. A good group with diverse expectations.

www.TrainingLink.org.uk

ACKNOWLEDGEMENT AND THANKS

The Management Committee and Trustees would like to thank staff, tutors, supporters and dedicated volunteers who invest much time and effort to run classes and advice sessions, develop and implement projects, organise and attend various events in the community on behalf of Training Link. Special thanks is due to Peter Lush, our outgoing Director, for his on-going dedication in leading, then volunteering to help sustain Training Link's good work.

We also wish to thank partners, whose drive and enthusiasm have continued to bring about the success of our shared activities, particularly Camden Adult Community Learning who run courses on site, University College London Student Union and Camden Centre for Volunteers who signpost volunteers to support our work, Life after Hummus, Somers Town Museum, HealthProm, North London NHS PCAN, British Museum Community Outreach Team and more...

We would like to thank the following organisations who funded us during 2023-24:

- London Borough of Camden (CIL and Resilience Fund)
- The Fitzdale Trust
- Vandervell Foundation
- North Central London (NCL) Training Hub (PCAN project)
- Somers Town Big Local
- London Community Foundation

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for the Year Ended 31 March 2024

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Training Link

Report of the Trustees

for the Year Ended 31 March 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

ACHIEVEMENT AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road
London
NW1 1ES

Trustees

B Goring-Moore
Dr E Arnold
Ms K Hayes
Ms M Christian

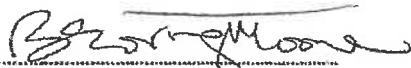
Company Secretary

Ms T Buynovskaya

Independent Examiner

John Lambourne
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Approved by order of the board of trustees on 15th October 2024 and signed on its behalf by:



Brenda Goring-Moore

Independent Examiner's Report to the Trustees of Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.



John Lambourne

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Date: 24 October 2024

Training Link

Statement of Financial Activities
for the Year Ended 31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		491	-	491	733
Charitable activities					
Training fees		-	-	-	4,528
Services etc		11,259	58,968	70,227	20,494
Room hire		-	-	-	2,314
Investment income	2	634	-	634	180
Total		<u>12,384</u>	<u>58,968</u>	<u>71,352</u>	<u>28,249</u>
EXPENDITURE ON					
Charitable activities					
Services etc		<u>21,224</u>	<u>40,352</u>	<u>61,576</u>	<u>49,520</u>
NET INCOME/(EXPENDITURE)		(8,840)	18,616	9,776	(21,271)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>25,723</u>	<u>9,301</u>	<u>35,024</u>	<u>56,295</u>
TOTAL FUNDS CARRIED FORWARD		<u>16,883</u>	<u>27,917</u>	<u>44,800</u>	<u>35,024</u>

Training Link

Balance Sheet
31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
CURRENT ASSETS					
Cash at bank and in hand		18,206	27,917	46,123	36,347
CREDITORS					
Amounts falling due within one year	8	(1,323)	-	(1,323)	(1,323)
NET CURRENT ASSETS		<u>16,883</u>	<u>27,917</u>	<u>44,800</u>	<u>35,024</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>16,883</u>	<u>27,917</u>	<u>44,800</u>	<u>35,024</u>
NET ASSETS		<u>16,883</u>	<u>27,917</u>	<u>44,800</u>	<u>35,024</u>
FUNDS	9				
Unrestricted funds				16,883	25,723
Restricted funds				<u>27,917</u>	<u>9,301</u>
TOTAL FUNDS				<u>44,800</u>	<u>35,024</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

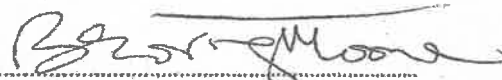
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 15th October 2024 and were signed on its behalf by:


Brenda Goring Moore

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

2. INVESTMENT INCOME

	31.3.24	31.3.23
	£	£
Deposit account interest	<u>634</u>	<u>180</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.24	31.3.23
	£	£
Depreciation - owned assets	-	359
Other operating leases	<u>4,500</u>	<u>4,361</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Office manager	1	1
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
Director	<u>1</u>	<u>-</u>
	<u>5</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	733	-	733
Charitable activities			
Training fees	4,528	-	4,528
Services etc	2,650	17,844	20,494
Room hire	2,314	-	2,314

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
EXPENDITURE ON			
Charitable activities			
Services etc	<u>15,481</u>	<u>34,039</u>	<u>49,520</u>
NET INCOME/(EXPENDITURE)	(5,076)	(16,195)	(21,271)
RECONCILIATION OF FUNDS			
Total funds brought forward	30,799	25,496	56,295
TOTAL FUNDS CARRIED FORWARD	<u>25,723</u>	<u>9,301</u>	<u>35,024</u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2023 and 31 March 2024	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
DEPRECIATION			
At 1 April 2023 and 31 March 2024	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
NET BOOK VALUE			
At 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2023	<u>-</u>	<u>-</u>	<u>-</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24	31.3.23
	£	£
Accruals and deferred income	663	663
Accrued expenses	<u>660</u>	<u>660</u>
	<u>1,323</u>	<u>1,323</u>

Training Link

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

9. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	25,723	(8,840)	16,883
Restricted funds			
Fitzdale Trust	750	(750)	-
Camden CIL	3,816	21,851	25,667
Camden Resilience Fund	-	1,250	1,250
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
	<u>9,301</u>	<u>18,616</u>	<u>27,917</u>
TOTAL FUNDS	<u>35,024</u>	<u>9,776</u>	<u>44,800</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,384	(21,224)	(8,840)
Restricted funds			
Fitzdale Trust	-	(750)	(750)
ST Big Local	417	(417)	-
Camden CIL	38,500	(16,649)	21,851
Camden Resilience Fund	7,500	(6,250)	1,250
London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
	<u>58,968</u>	<u>(40,352)</u>	<u>18,616</u>
TOTAL FUNDS	<u>71,352</u>	<u>(61,576)</u>	<u>9,776</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	30,799	(5,076)	25,723
Restricted funds			
Big Lottery Fund	6,658	(6,658)	-
Fitzdale Trust	-	750	750
Francis Crick	1,328	(1,328)	-
Camden CIL	15,260	(11,444)	3,816
Charles Hayward Foundation	2,250	(2,250)	-
London Community Foundation	-	4,735	4,735
	<u>25,496</u>	<u>(16,195)</u>	<u>9,301</u>
TOTAL FUNDS	<u>56,295</u>	<u>(21,271)</u>	<u>35,024</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,405	(15,481)	(5,076)
Restricted funds			
Big Lottery Fund	-	(6,658)	(6,658)
Fitzdale Trust	1,500	(750)	750
Francis Crick	-	(1,328)	(1,328)
ST Big Local	417	(417)	-
HS2 Groundworks	6,457	(6,457)	-
Camden CIL	-	(11,444)	(11,444)
Charles Hayward Foundation	-	(2,250)	(2,250)
London Community Foundation	9,470	(4,735)	4,735
	<u>17,844</u>	<u>(34,039)</u>	<u>(16,195)</u>
TOTAL FUNDS	<u>28,249</u>	<u>(49,520)</u>	<u>(21,271)</u>

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	30,799	(13,916)	16,883
Restricted funds			
Big Lottery Fund	6,658	(6,658)	-
Francis Crick	1,328	(1,328)	-
Camden CIL	15,260	10,407	25,667
Charles Hayward Foundation	2,250	(2,250)	-
Camden Resilience Fund	-	1,250	1,250
Vandervell Foundation	-	1,000	1,000
	<u>25,496</u>	<u>2,421</u>	<u>27,917</u>
TOTAL FUNDS	<u>56,295</u>	<u>(11,495)</u>	<u>44,800</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	22,789	(36,705)	(13,916)
Restricted funds			
Big Lottery Fund	-	(6,658)	(6,658)
Fitzdale Trust	1,500	(1,500)	-
Francis Crick	-	(1,328)	(1,328)
ST Big Local	834	(834)	-
HS2 Groundworks	6,457	(6,457)	-
Camden CIL	38,500	(28,093)	10,407
Charles Hayward Foundation	-	(2,250)	(2,250)
Camden Resilience Fund	7,500	(6,250)	1,250
London Community Foundation	9,470	(9,470)	-
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	<u>2,000</u>	<u>(1,000)</u>	<u>1,000</u>
	<u>76,812</u>	<u>(74,391)</u>	<u>2,421</u>
TOTAL FUNDS	<u>99,601</u>	<u>(111,096)</u>	<u>(11,495)</u>

Training Link

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2024.

Training Link

Detailed Statement of Financial Activities
for the Year Ended 31 March 2024

	31.3.24 £	31.3.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	491	733
Investment income		
Deposit account interest	634	180
Charitable activities		
Service programme income	11,259	9,492
Grants	<u>58,968</u>	<u>17,844</u>
	<u>70,227</u>	<u>27,336</u>
Total incoming resources	71,352	28,249
EXPENDITURE		
Charitable activities		
Staff costs	21,863	15,440
Pensions	1,736	911
Rent	4,500	4,361
Water Rates	477	103
Insurance	788	651
Light and heat	2,809	1,707
Telephone	679	979
Postage and stationery	909	1,291
Advertising	1,412	1,263
Sundries	3,067	1,976
Computer expenses	333	191
Exam fees	-	631
Teaching	17,924	15,322
Volunteers costs	-	24
Subscriptions	785	179
Cleaning	1,031	-
Repairs	385	679
Rates	2,133	1,818
Bank charges	<u>85</u>	<u>111</u>
	60,916	47,637
Support costs		
Other		
Depreciation of tangible fixed assets	-	359
Governance costs		
Accountancy and legal fees	<u>660</u>	<u>1,524</u>
Total resources expended	<u>61,576</u>	<u>49,520</u>
Net income/(expenditure)	9,776	(21,271)

TRAINING LINK

England & Wales - Charity number 1051662

Accounts



Annual Report and Accounts

2022 to 2023



**54–56 Phoenix Road
London NW1 1ES**

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Computers for Older People and IT Drop-in sessions – Nelly Pineda

Camden Adult Community Learning – Tracey Hamilton

Operations Manager – Steve McCarthy

Trustees Report and Accounts

Company Information

Training Link Ltd
54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662
Registered Company Number (England & Wales): 03142188

Telephone: 020-7383-5405
Email: director@traininglink.org.uk
Website: www.traininglink.org.uk

Auditor: John Lambourne FCA, Latham Lambourne, 18 Woodlands Park, Bexley, Kent DA5 2EL

Funders

We would like to thank the following organisations who funded us during 2022–23: London Borough of Camden (CIL and Resilience Fund), HS2 CEF (Groundworks), the Charles Hayward Foundation, The National Lottery - Awards for All, The Fitzdale Trust, Francis Crick Community Fund, Somers Town Big Local and the London Community Foundation. We would also like to thank Camden Adult Community Learning for their support.

Management Committee & Trustees

Trustees: Millicent Christian (Chair), Brenda Goring Moore, Dr Elaine Arnold OBE, Kathleen Hayes (Treasurer).

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Maya Alva, Elizabeth Ajith, Frances Connelly, Larian Davis (from September 2022), Tracey Hamilton, Paul Tomlinson (from September 2022), Richard Meares (to September 2022), Jennifer Schrowder (to September 2022), Kerry Webb (to September 2022).

Cover photo: The Training Link building.

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Chair's Report

Welcome to Training Link's (TL) Annual Report, 2022–2023. When I reported to the AGM in September 2022, we were still preoccupied with combatting the threat of COVID 19. Now the protective restrictions have been lifted, but we remain vigilant. We are still facing two very real and visible threats. The first is the war in Ukraine with loss of lives, livelihoods and displacement and hardship that still continues. The second is the sharp rise in energy costs and the cost of living generally. This affects everyone, particularly those already on low and fixed incomes and in receipt of benefits. There does not appear to be any abatement in the cost of living, which is still rising every day. This affects even those working full- time, many of whom are still having to go to Food Banks in order to feed their families. There are two food banks in Phoenix Road.

We now have a new King and Queen. When all's said and done – and a lot was said and done over the Coronation Weekend, what does it all mean for ordinary citizens? Far too many people are being forced into poverty, at a time when we are facing a worldwide climate emergency. This not only compels us to do more with less, but to celebrate at our AGM and on other occasions responsibly with the utmost care for our environment.

These past few months have reminded me that what matters is the power of major events to help and support one another, drawing on the best in the community.

Our commitment is to continue to provide an easily accessible programme of courses and other learning opportunities both online and face-to-face for our learners. These courses are welcomed and supported by the community. We continue to be open to new ideas, themes or suggestions from learners and people in the community .

In April this year, I attended His Majesty Courts & Tribunal Service Public Users Event at the Ministry of Justice. This was about all the court and tribunal forms which are going to be accessible online. For example, applications can now be made online for services such as adoption, divorce, probate, benefits appeals and civil money claims and damages claims. The event was very productive. It was extremely useful to learn that any application made online would be much quicker to deal with than paper-based applications. Part of our work now is to help people do these applications online. We also support people in applying for the Windrush Compensation Scheme. We work in partnership with We Are Digital in this area of work.

Last September we were the first centre to take on a pilot scheme called, Essential Digital Skills Qualifications (EDSQ) on behalf of Camden Adult Community Learning. The course was over two terms and has been very successful.

The course is in two sessions: Level 1 and Level 2 on Monday face-to-face at TL and on Thursdays via zoom at St Pancras Square. It leads to an award by Open College Network (OCN.) in Essential Digital Skills. It is taught by Tracey Hamilton and I enjoy being her teaching assistant.

I wish to thank again my fellow Management Committee members and Trustees for their support and also our members who have stood by us as an organisation. Thanks to Chris, Nelly, Abimbola – our new Benefits Advisor – and all the volunteers who worked so hard to meet the needs of learners and clients. Thank you to all our funders and sponsors for their help and continued generosity.

TL is changing, and will continue to change. We have to move with the times and the changing world around us. However, we will continue to identify new challenges and opportunities to help our learners and the communities by keeping updated and move forward into the future.

Peter Lush is finally retiring as our Director this September at the AGM. Not only will he be missed by all of us; but also is a very hard act to follow. However, our greatest tribute to him is to continue the work he developed during his fruitful time at TL. On your behalf, I want to say congratulations on his well-deserved retirement and to thank him for being such an

important part of TL's team for all these years. Aside from his delightful personality, what I will miss most is his clear judgement in financial matters, his skills, knowledge and wisdom. Thank you also, for your love and dedication for TL in bringing us through the pandemic when it was such a difficult time not knowing whether we would continue to obtain further funding from our funders.

For 16 years Peter, you have inspired many with your dedication to the cause. Many whom have walked through the doors of TL over the years have been inspired by you. Now it is time for you to enjoy your retirement and I wish you good health, peace and many years of writing your books; you have earned it.

Millicent Christian

24 July 2023

Acting Director's Report

The past year was an important one for Training Link. It saw further steps in our recovery from the COVID19 restrictions, and a return to a more 'normal' existence. It is noticeable, however, that attendances at Open Days are still lower than before the pandemic.

The courses we have run are outlined elsewhere in this report. I have mainly been involved in our work on the Windrush Compensation Scheme, and more recently helping with benefits appeals, particularly Personal Independence Payments and Disabled Living Allowance claims. We do this work in partnership with We Are Digital. The Windrush Compensation Scheme, addresses some of the issues faced particularly by members of the West Indian community arising from a "clamp down" on "illegal" immigration when Teresa May was Home Secretary. Working with this community, and others from the Commonwealth, is very much part of Training Link's tradition, and I have enjoyed being involved in it.

One particular case stands out. We supported one of our learners, and her son, in applying for British citizenship. This was a very important step for her. She had come to this country as a refugee, having faced oppression in her own country. I attended the Citizenship Ceremony for them at the Crowndale Centre, and it was very satisfying to see them receive their certificates from the Mayor. They both now have British passports.

At Christmas 2022, I was more concerned than usual about our funding. However, receiving two years funding for our English Language courses and projects from Camden Council was a big boost. The support from our Ward Councillors was very important in securing this funding. Two of the Councillors are new from 2022. Samata Khatoon, who has completed three terms as a Councillor, has always been very supportive of Training Link. This was followed by funding from the London Community Foundation to start some basic advice work, and then funding from the Access Foundation to run our IT for older people. We also received some funding from Somers Town Big Local to help run our drop-in sessions.

Another new initiative for 2023–24 will be working with the NHS in North London to help people prepare to apply for jobs in the NHS. This will be a challenging project, and a new area of work for Training Link.

As I am writing this report, we are in the process of recruiting a new part-time director. I hope that the recruitment is successful, and I can take a back seat at Training Link. I am planning to continue my work with the Windrush Compensation Scheme as a volunteer. The work is important and also bring in some income for us.

There are a lot of people to thank for their support in my time as Training Link's second director, from 2007 to 2023, with a short break in 2020. Chris and Nelly have both successfully developed and continued their teaching. Chris has also managed our online vocational courses. For Camden Adult Community Learning, Tracey Hamilton has been here even longer than me! Those courses are an important partnership and I hope they will continue in the

future. Steve and Abimbola, as Operations Manager and Benefits Adviser respectively, are both new to the organisation, but have made valuable contributions. I would also like to thank Mohamed Abbas Hassan for his work as Office Manager.

I would like to thank everyone who has served as a Trustee or on the Management Committee. In particular, Brenda and then Millie as chairs, Maya and then Kathleen as Treasurer, and Louisa and Elaine as trustees. It was very pleasing to see that Elaine was awarded the OBE for her work with the Caribbean community.

When I started at Training Link, Frances Connelly was our vice-chair. She then had to stand down because she took a job with Camden Council. When she retired from Camden, she was able to rejoin our Management Committee and has been very supportive.

Thanks also to Daniele Lamarche, our fundraising consultant. We have worked together for over 30 years, and her knowledge and determination are very valuable. Also, thanks to our accountant, John Lambourne, who has always been reliable and helpful.

The Camden Council Section 106 grant just before the pandemic allowed us to improve the physical side of the centre. Carpet tiles everywhere, decorating, some new computers were all very welcome. We now also have a newish photocopier which even does colour.

Partnerships have always been important for us. We have been looking at ideas for joint activities with the Somers Town Museum, who are also our next door neighbours. We also work with the Life after Hummus foodbank who are also our neighbours.

Highlights over 16 years? The Big Lottery Reaching Communities grant of over £250,000 over five years from 2011 gave us stability and the space to try new initiatives and ideas. However, two projects are – as far as I know – uniquely run by us in our area. One is the Adult Literacy project, which has used volunteers in a very positive way. The other is the online vocational courses, which can enable people to apply for jobs with the confidence of having passed relevant training courses. Both these were new initiatives that grew out of small pilot projects to become mainstays of our work.

I hope to continue to volunteer at Training Link, doing some casework, but look forward to not having the responsibility of the director role anymore. A new era can begin...

Peter Lush
August 2023

Projects and ESOL report

I'm involved in running several projects at Training Link. I teach some classes and do the admin/coordinating for all the projects. It also involves interviewing/ assessing learners and volunteers.

Adult Literacy Project

We recruit volunteers to teach learners in a 1-1 setting to help improve their English. We assess the learner so we can offer teaching materials at the right level for them. The learner tells us what they want to improve – for example someone may say that their reading is ok, but they need to improve their writing and spelling.

I think the project has gone really well. Around 40 volunteers have each worked with a learner since last September. The project reaches out to a lot of people who need English to help survive here.

Several learners have said they feel more confident with their English. It also helps volunteers get valuable hands-on teaching experience in a community setting. The project also provides extra support for some people doing other classes at Training Link.

Many of the volunteers are UCL students. Some are doing ESOL or linguistics as part of their course. I would like to thank the UCL Volunteering Unit for their support – apparently we are the biggest user of UCL students as volunteers.

English Discussion Group

We choose a topic to discuss in a relaxed, less formal setting. We usually have between 6-8 learners each week. The range of countries where the learners come from is very wide. They include Eritrea, Palestine, Japan, Turkey, Russia, Bangladesh and China. Learners seem to enjoy sharing their different experiences about their lives here in London and back home. It is a great opportunity to improve speaking confidence in a group setting.

Level 1 ESOL class

This is a more formal class which involves accredited exams in Reading, Writing, Speaking and Listening which we do towards the end of the course. Between six to eight people attend each week. Several of the learners have progressed on to this course from the Entry 3 ESOL class we did last year and are a very committed group of people.

Online vocational courses

I also coordinate the running of online vocational courses that we run through Virtual College. The numbers haven't quite returned to pre-pandemic levels yet, but especially as we offer the chance for people to study at our centre and also in their homes, we are reaching out to more people and get a steady flow of learners. We offer courses in areas such as Food Safety & Hygiene (Level 2), Customer Care, Health and Safety in a Care Setting, Manual Handling and Safeguarding among others. Learners receive an accredited certificate. The Food Safety & Hygiene (Level 2) course is particularly useful as the qualification is needed for anyone who works (either paid or unpaid) in any food setting.

We have funding to continue all these projects which is really positive because I think they are all important in helping people in the local area find work or get experience as a volunteer.

Chris Carr

Online courses 2022-23

Course	Number of learners
Food Safety & Hygiene (Level 2)	36
COSHH	4
Customer Care	2
First Aid introduction	2
Manual Handling	2
Courses for care work	9
Food allergy awareness	1

Feedback from Adult Literacy volunteer tutors

"In the sessions we have done, C has been making good progress with some really tricky listening and reading activities, and learning lots of new phrases and parts of each tense. It is difficult for him to follow the listening especially, but we are going through it, breaking it down to help."

"V has again been making a lot of improvements. Her confidence in her speaking is very palpable and she enjoys taking extra work home and actively asking questions. The things that I'm working on to improve with V is firstly her confidence. There is an overall improvement on confidence however, many times she will hesitate deliberating on a particular exercise for too long and would rather do it at the comfort of her home. Yet I'm hoping that she will find her confidence grow more when she stops worrying about making mistakes which I know will take time and have every confidence that she will reach."

"S is at the intermediate level. She is talkative and expressive. She has a good command of sentence structures and vocabulary, which is very impressive. Yet, sometimes she makes mistakes in terms of the tense, for instance, she might use "come" instead of "came" to describe a past event. Thank you for supporting us. I really enjoy volunteering with Training Link and working with you and S, but I'm afraid that I have to say goodbye with you guys now. As you see, I'm about to graduate and I'm occupied with my dissertation and job hunting. Therefore, my schedule won't be as flexible as before, which is really hard to accommodate. Thank you for giving me this wonderful volunteering opportunity. I really appreciate it. By the way, I will also drop S a message to explain this."

"Sorry not to have been in touch sooner. I really can't believe where the time goes! Just to let you know B and I are still meeting online regularly for conversation, grammar and general practice. The good news is B has decided to go back to college. I believe she did a reading assessment at college just before the Easter holidays and is due to start back with them next week. "

"Just reporting to you that the first four lessons with C have gone very well. I used his previous writing for you as a basis to identify issues with spelling, writing and grammar. His listening and reading comprehension are very good and he speaks very fluently and comprehensibly although often with grammatical issues which make writing more difficult for him so I have been trying to get him to write simple sentences to get the basic sentence structure in place using simple present, continuous present and simple past. This is going quite well and he is already making progress with writing sentences. I have been using a mix of my own materials, which I can send you if you wish, and the ESOL Gateway materials for unit 1."

Computers for Older People and IT Drop-in sessions

The course 'Computers for Older People' started in 2022 just like the previous year with a few students, but by the third lesson some students from the previous class returned either to refresh or improve their computer skills.

One learner, a returner from the previous course, had difficulty remembering instructions as well as struggled with using the computer mouse and keyboard. I had suggested to him that if he could, he should get a tablet which having an on-screen keyboard he could complete all the work on the screen. A touch-screen device does not need a mouse. I was glad when he came to the class with an Apple iPad mini that his sister had given on to him. This turned

out to be a learning curve for both of us! At least we learnt how to use 'Youtube' for music, football and Yahoo to access his emails.

Another learner was brought by her daughter to enroll in the course. Although she was a complete beginner, she had a great desire and patience to learn. She was never satisfied with her results and always thought she 'should do better'. Remembering passwords or user names was a weekly challenge for her and another student who attended classes despite her severe knee problems. The two of them formed a good friendship and helped each other. One came up with the idea of each setting out to learn a particular skill which they then show the other. For example, one would show the other to 'login' to email and the other would show how to 'logout', or copy and paste. It was fun, as every week there was something not quite right, but they laughed and never gave up.

Another repeat learner returned to learn more about sending attachments on emails, copying and pasting pictures too. He also found that helping another learner helped him to consolidate his own learning.

More advanced students who already knew the basics of emailing, concentrated on learning some mobile phone skills such as sharing pictures, text recording, using Google maps to find particular addresses as well as using the TfL app to get information on arrival of buses or trains.

One learner was not able to finish the course. Unfortunately, he fell and hurt his knee quite badly for which he had a lengthy physiotherapy. We hope he will return to class this autumn. Incidents like this, as well as other health conditions are to be expected on a course for older people which resulted on occasional absences. Even so, students knew that missing one or two lessons would not be a problem as they knew that either I or another student in the course would always be happy to help them to catch up with the missed session.

I also run our twice-weekly drop-in sessions. These allow people to come and use the computers. Some need some support, others just get on with what they want to do. This is a useful resource for local people who may not have access to a computer of their own.

Nelly Pineda

Feedback from learners from the computer classes and drop-in sessions

"I have improved my computer skills and so I am confident to work on my own on word documents and email, I still need a little help from the tutor in filling government forms. I have enjoyed learning to use Google search."

"My son and I feel very welcome at TL and we want to learn more about diets, medical research, fitness and health. Everybody is very friendly."

"I'm glad I learned to use the email so that I can get in touch with my family in Spain. I can send and open pictures and videos, although it took some time to learn it, we enjoyed helping each other. I will return next term to learn more about security in the internet as I would like to be confident buying on line."

Camden Adult Community Learning and Digital Skills at Training Link

This past year has been a satisfying one as a tutor seeing learners successfully complete and achieve their learning goals both in accredited and non-accredited courses. ACL introduced the new accredited qualification EDSQ (Essential Digital Skills Qualification). This has been so valuable to learners giving them an opportunity to potentially progress into employment. I have taught three groups at Training Link so far.

One success story of a learner's progression is that of Sherene Gordon. Since completing her EDSQ, she has been promoted from working in facilities to a manager managing the whole team. She says that the course has given her the confidence to use the computer in various ways such as using spreadsheets to do rotas and to write professional letters in Word etc. I believe the combination of drop-in IT sessions and accredited IT sessions work well as people can 'drop in' to learn what they need to brush up their skills or, on the other hand, gain a certificate which could lead to employability. We hope the Business Administration course will do the same thing and lead people to many more opportunities for people.

Here's some feedback from some of learners who completed the courses at Training Link:

- I have now learned to copy and paste, posters, text wrapping, bullets points, open a document, Excel. I have learned so much at Training Link
- I've learnt about creative and designs and feel much more confident making a poster and knowing how much more the icons can do in the ribbon bar. I've also been learning about excel and how to create tables and edit them. also, how to calculate using Excel. I've been learning about keeping safe using a computer and being online. Also, I've become much more confident with sub-folders.
- I had very little knowledge of word. I can now find my way around the system. I have learnt to insert and use tables, bold underline etc.
- I want to learn more and be very confident.
- I'm more confident and now willing to try.
- Thanks to my patient teachers. Now I feel far more confident using digital technology.

Tracey Hamilton

Operations Manager

This is a new post, and I have undertaken various administrative and publicity tasks at Training Link. On the staffing side, I was on the interview panels for both the Benefits Officer and the Office Cleaner. I have also processed five staff disclosure DBS applications this year.

I attended several outreach events in the last year, including the Camden & Islington Volunteering Fair, UCL Volunteering Fair, Camden Jobs & Skills Event (with Abimbola), Working Men's College, Camley Street Festival and the Camden Mela. I have attended the Big Local AGM representing TL. I helped secure an unpaid grant award of £838 for TL from the Big Local. I attended various meetings including 'Digital Inclusion Partnership', with the director of Living Centre, with the Community Engagement Officers at The Crick, Life after Hummus and the People's Museum.

As part of our publicity work, I designed and distributed a number of TL newsletters and other leaflets. I am aiming to make our publicity material more attractive and professional. I have also been updating the TL website, and re-establishing our presence in social media. I also deal with various matters concerning the building, including health & safety inspections and reading meters. I attended our own Management Committee and AGM meetings, taking minutes for two of them.

Stephen McCarthy

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

**Report of the Trustees
and
Financial Statements for
the Year Ended 31 March
2023
for
Training Link**

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent DA5 2EL

Contents of the Financial Statements for the Year Ended 31 March 2023 for Training Link

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Report of the Trustees for the Year Ended 31 March 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of 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).

ACHIEVEMENT AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office 54-56 Phoenix Road London

NW1 1ES

Trustees

Ms M Christian

B Goring-Moore

Dr E Arnold OBE

Ms K Hayes

Company Secretary

P D Lush

Independent Examiner

John Lambourne

Latham Lambourne Ltd

18 Woodlands Park

Bexley

Kent DA5 2EL

Approved by order of the board of trustees on 13 September 2023 and signed on its behalf by:

.....
Millicent Christian - Trustee

Independent Examiner's Report to the Trustees of Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.

John Lambourne

Latham Lambourne
Ltd 18 Woodlands
Park Bexley
Kent
DA5 2EL

Date:

**Statement of Financial Activities for the
Year Ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		733	-	733	523
Charitable activities					
Training fees		4,528	-	4,528	-
Services etc		2,650	17,844	20,494	61,187
Room hire		2,314	-	2,314	-
Investment income	2	180	-	180	149
Total		10,405	17,844	28,249	61,859
EXPENDITURE ON					
Charitable activities					
Services etc		15,481	34,039	49,520	37,297
NET INCOME/(EXPENDITURE)		(5,076)	(16,195)	(21,271)	24,562
RECONCILIATION OF FUNDS					
Total funds brought forward		30,799	25,496	56,295	31,733
TOTAL FUNDS CARRIED FORWARD		25,723	9,301	35,024	56,295

The notes form part of these financial statements

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	7	-	-	-	359
CURRENT ASSETS					
Cash at bank and in hand		27,046	9,301	36,347	57,259
CREDITORS					
Amounts falling due within one year	8	(1,323)	-	(1,323)	(1,323)
NET CURRENT ASSETS		25,723	9,301	35,024	55,936
TOTAL ASSETS LESS CURRENT LIABILITIES		25,723	9,301	35,024	56,295
NET ASSETS		25,723	9,301	35,024	56,295
FUNDS	9				
Unrestricted funds				25,723	30,799
Restricted funds				9,301	25,496
TOTAL FUNDS				35,024	56,295

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13 September 2023 and were signed on its behalf by:

.....
Millicent Christian - Trustee

Notes to the Financial Statements for the Year Ended 31 March 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

2. INVESTMENT INCOME

	31.3.23	31.3.22
	£	£
Deposit account interest	180	149

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.23	31.3.22
	£	£
Depreciation - owned assets	359	-
Other operating leases	4,361	4,645

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.23	31.3.22
Office manager	1	-
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
	4	3

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	523	-	523
Charitable activities			
Services etc	9,169	52,018	61,187
Investment income	149	-	149
Total	9,841	52,018	61,859
EXPENDITURE ON			
Charitable activities			
Services etc	1,834	35,463	37,297

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME	8,007	16,555	24,562
RECONCILIATION OF FUNDS			
Total funds brought forward	22,792	8,941	31,733
TOTAL FUNDS CARRIED FORWARD	<u>30,799</u>	<u>25,496</u>	<u>56,295</u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2022 and 31 March 2023	4,700	9,260	13,960
DEPRECIATION			
At 1 April 2022	4,700	8,901	13,601
Charge for year	-	359	359
At 31 March 2023	4,700	9,260	13,960
NET BOOK VALUE			
At 31 March 2023	-	-	-
At 31 March 2022	-	359	359

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.23 £	31.3.22 £
Accruals and deferred income	663	663
Accrued expenses	660	660
	<u>1,323</u>	<u>1,323</u>

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	30,799	(5,076)	25,723
Restricted funds			
Big Lottery Fund	6,658	(6,658)	-
Fitzdale Trust	-	750	750
Francis Crick	1,328	(1,328)	-
Camden CIL	15,260	(11,444)	3,816
Charles Hayward Foundation	2,250	(2,250)	-
London Community Foundation	-	4,735	4,735
	25,496	(16,195)	9,301
TOTAL FUNDS	56,295	(21,271)	35,024

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,405	(15,481)	(5,076)
Restricted funds			
Big Lottery Fund	-	(6,658)	(6,658)
Fitzdale Trust	1,500	(750)	750
Francis Crick	-	(1,328)	(1,328)
ST Big Local	417	(417)	-
HS2 Groundworks	6,457	(6,457)	-
Camden CIL	-	(11,444)	(11,444)
Charles Hayward Foundation	-	(2,250)	(2,250)
London Community Foundation	9,470	(4,735)	4,735
	17,844	(34,039)	(16,195)
TOTAL FUNDS	28,249	(49,520)	(21,271)

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	22,792	8,007	30,799
Restricted funds			
Big Lottery Fund	-	6,658	6,658
Francis Crick	-	1,328	1,328
Camden Giving	2,824	(2,824)	-
HS2 Groundworks	6,117	(6,117)	-
Camden CIL	-	15,260	15,260
Charles Hayward Foundation	-	2,250	2,250
	8,941	16,555	25,496
TOTAL FUNDS	31,733	24,562	56,295

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	9,841	(1,834)	8,007
Restricted funds			
Big Lottery Fund	8,870	(2,212)	6,658
Fitzdale Trust	1,500	(1,500)	-
Francis Crick	1,978	(650)	1,328
Camden Giving	1,716	(4,540)	(2,824)
HS2 Groundworks	63	(6,180)	(6,117)
Camden CIL	22,891	(7,631)	15,260
Charles Hayward Foundation	3,000	(750)	2,250
Camden Resilience Fund	12,000	(12,000)	-
	52,018	(35,463)	16,555
TOTAL FUNDS	61,859	(37,297)	24,562

Notes to the Financial Statements - continued for the Year Ended 31 March 2023

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	22,792	2,931	25,723
Restricted funds			
Fitzdale Trust	-	750	750
Camden Giving	2,824	(2,824)	-
HS2 Groundworks	6,117	(6,117)	-
Camden CIL	-	3,816	3,816
London Community Foundation	-	4,735	4,735
	8,941	360	9,301
TOTAL FUNDS	31,733	3,291	35,024

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	20,246	(17,315)	2,931
Restricted funds			
Big Lottery Fund	8,870	(8,870)	-
Fitzdale Trust	3,000	(2,250)	750
Francis Crick	1,978	(1,978)	-
ST Big Local	417	(417)	-
Camden Giving	1,716	(4,540)	(2,824)
HS2 Groundworks	6,520	(12,637)	(6,117)
Camden CIL	22,891	(19,075)	3,816
Charles Hayward Foundation	3,000	(3,000)	-
Camden Resilience Fund	12,000	(12,000)	-
London Community Foundation	9,470	(4,735)	4,735
	69,862	(69,502)	360
TOTAL FUNDS	90,108	(86,817)	3,291

Detailed Statement of Financial Activities for the Year Ended 31 March 2023

10. RELATED PARTY DISCLOSURES

31.3.23
£

31.3.22
£

There were no related party transactions for the year ended 31 March 2023.

INCOME AND ENDOWMENTS

Donations and legacies

Donations	733	523
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Investment income

Deposit account interest	180	149
--------------------------	-----	-----

Charitable activities

Service programme income	9,492	8,618
--------------------------	-------	-------

Grants	17,844	52,018
--------	--------	--------

CJRS grants	-	551
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	<u>27,336</u>	<u>61,187</u>
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Total incoming resources	28,249	61,859
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EXPENDITURE

Charitable activities

Staff costs	15,440	8,362
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Pensions	911	401
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Rent	4,361	4,645
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Water Rates	103	5
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Insurance	651	692
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Light and heat	1,707	1,751
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Telephone	979	564
-----------	-----	-----

Postage and stationery	1,291	609
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Advertising	1,263	2,574
-------------	-------	-------

Sundries	1,976	114
----------	-------	-----

Computer expenses	191	389
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Exam fees	631	342
-----------	-----	-----

Teaching	15,322	12,307
----------	--------	--------

Travel	-	70
--------	---	----

Volunteers costs	24	17
------------------	----	----

Subscriptions	179	500
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Cleaning	-	71
----------	---	----

Repairs	679	929
---------	-----	-----

Rates	1,818	1,818
-------	-------	-------

Bank charges	111	118
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	<u>47,637</u>	<u>36,278</u>
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Support costs

Other

Depreciation of tangible fixed assets	359	359
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Governance costs

Accountancy and legal fees	1,524	660
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Total resources expended	<u>49,520</u>	<u>37,297</u>
--------------------------	---------------	---------------

Net (expenditure)/income	<u>(21,271)</u>	<u>24,562</u>
---------------------------------	------------------------	----------------------

This page does not form part of the statutory financial statements

TRAINING LINK

England & Wales - Charity number 1051662

Accounts



Annual Report and Accounts



2021 to 2022

**54–56 Phoenix Road
London NW1 1ES**

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Chair's Report – Millicent Christian

Acting Director's Report – Peter Lush

Projects and ESOL report – Chris Carr

Computer courses – Nelly Pineda

Camden Adult Community Learning

Trustees Report and Accounts

Company Information

Training Link Ltd
54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662
Registered Company Number (England & Wales): 03142188

Telephone: 020-7383-5405
Email: director@traininglink.org.uk
Website: www.traininglink.org.uk

Auditor: John Lambourne FCA, Latham Lambourne, 18 Woodlands Park, Bexley, Kent DA5 2EL

Funders

We would like to thank the following organisations who funded us during 2021–22:
London Borough of Camden (CIL and Resilience Fund), HS2 Community & Environment Fund, The National Lottery - Awards for All, The Fitzdale Trust, Francis Crick Community Fund and the Charles Hayward Foundation.
We would also like to thank Camden Adult Community Learning for their support.

Management Committee & Trustees

Trustees: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer) and Colin Flower (to November 2021).

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Colin Flower (to November 2021), Maya Alva, Elizabeth Ajith, Richard Meares, Jennifer Schrowder, Tracey Hamilton, Kerry Webb and Frances Connelly (from November 2021)

Cover photo: A Camden Adult Community Learning computers course held at Training Link, taught by Tracey Hamilton supported by Millie Christian.

Printed and Published by Training Link, 54-56 Phoenix Road London NW1 1ES

Chair's Report

Welcome to Training Link's Annual Report, 2021-2022. When I wrote in September 2021, we were preoccupied with combatting the threat of COVID 19. Now, with more people protected and a weaker strain of the virus, we are being advised to "live with it", as most of the protective restrictions have been lifted. But we remain vigilant. We are today facing two new, very visible threats. The first is the War in Ukraine, employing weapons against our fellow-Europeans, with loss of lives, livelihoods and displacement. The second is the sharp rise in energy costs and the cost of living generally which affects everyone, but particularly those already on low and fixed incomes and in receipt of benefits.

Our commitment is to continue to provide a programme of courses, and other learning opportunities both online and face-to-face for our learners at TL. These are welcomed and supported by members and the community. We always open to new ideas/themes or suggestions. The pandemic brought changes in work practice as well as how people access information and assistance like healthcare. Our training is vital to help people with those.

In September last year, Training Link was the first partner of Camden Adult Community Learning to pilot the Essential Digital Skills Qualifications (EDSQ). The course is over two terms and to date it has been very successful. Many people are getting to know about Training Link. We had learners enrolling on the online version and for face-to-face held on Tuesdays and Wednesdays. Both types of class were oversubscribed, underlining the need for them. The OCN qualification covers creating & editing, communication, transactions, using devices & handling information and being safe & responsible online.

As we have moved from lockdown, meeting and teaching can now happen face-to-face. Meeting in person allows attendees to express themselves through things one does not get with virtual meetings, although virtual methods have helped us to continue with Training Link business. I firmly believe we have now set a solid platform for growth and success. I wish to thank again my fellow committee members and trustees for their support and also our members who have stood by us as an organisation.

Thank you to Brenda for her support in my first year as sole chair. I am grateful for her wise counsel throughout this time; much appreciated. A special thank you to Peter for continuing to work and support the organisation as acting director, volunteering his time and expertise much appreciated. We are grateful for all his hard work and support that are valued by everyone. Thanks too to Chris, Nelly, Mohamed, Emi and Ashanti, all our volunteers and tutors who worked to meet the needs of our learners.

Thanks to our funders and sponsors for their help and generosity. We appreciate the challenges some funders themselves may be going through especially at this time with increased support needs. Training Link is changing, and will continue to change with our changing world. But we will continue to identify new opportunities to help our learners and their communities whereby Training Link can move forward into the future.

Millicent Christian
Chair

Director: Getting back to 'normal'

The period from April 2021 to March 2022 saw Training Link gradually move back to our pre-pandemic way of working. Although the pandemic was a difficult period for us as an organisation and for our learners, some good things have come from it. More learners studying our online courses now do them remotely. Also, some of the adult literacy volunteer tutors and learners have worked remotely. In both projects, this has expanded the number of people who could be involved.

We ran three Open Days in the period covered by this report. The attendances have slowly improved, but are not close to the numbers we attracted pre-pandemic. We publicised them through local leafletting and the *Camden New Journal*.

A very positive development has been a wider spread of funders than in the past. The HS2 grant is now concluding, with an 'underspend' being carried forward to be spent prior to January 2023. We have also received funding from The National Lottery – Awards for All, Camden Council CIL funds, Charles Hayward Foundation, the Fitzdale Trust, Camden Giving, and the Francis Crick Community Fund. We also received one-off payment from the Camden Council Resilience Fund. I would like to thank the Ward Councillors at that time, Samata Khatoon, Roger Robinson and Paul Tomlinson, for their support in the CIL application.

The trustees and management committee have met more regularly, and have returned to 'live' meetings, although the meetings in the winter months may continue to be run through Zoom.

My main work for Training Link, apart from supporting the staff and finance, has been on the work we do with We Are Digital. The European Union Settled Status applications finished in June 2021, although there have been occasional late applications. We continue to support people in a variety of visa and citizenship applications. Occasionally, if the application is complex, we advise them to seek legal / immigration advice before making the application, particularly if a large fee is involved. The other main area of work now is applications to the Windrush Compensation Scheme.

This work, as well as being beneficial for the recipients of the service and financially useful for us, also brings a new layer of people into contact with Training Link. Some have joined classes or done courses remotely.

We are now starting to work with We Are Digital on the Her Majesty's Courts & Tribunals Service project, which will involve supporting people in making applications to the courts or social security appeals.

We continue to work with Camden Adult Community Learning. I would like to thank Tracey for all her hard work in teaching the courses, supported by Millie as her teaching assistant. I would like to thank Mohamed Omar for keeping the computers and internet functioning.

In January 2022, we recruited Mohamed Hassan Abbas as Office Manager. He has helped catch up with various administrative tasks, as well as assisting Chris with the ESOL exams. In June 2022, we appointed Steve McCarthy as Operations Manager, with the aim of him taking over some of the work I do, as well as doing outreach work and publicity for our courses. I would also like to thank Chris and Nelly for all their work. Our office cleaner, Emi Bahceci decided to retire. I would like to thank her for all her work for Training Link. We appointed Ashanti Fesha to replace her. I would also like to thank Daniele Lamarche for her support in our fundraising work, Mark Brooks for his support in doing the monthly accounts and our Treasurer Kathleen Hayes for her work on our finances.

Finally, I would like to thank Millie for all her work as chair. Her support has been very valuable. I'm still planning to reduce my work at Training Link and start to retire properly!

Peter Lush
Acting Director

Projects and ESOL report

We provide access to free courses for both native English speakers and ESOL second language speakers. I run these projects.

Adult Literacy Project

I coordinate the project. It involves finding volunteers to work with learners in 1-to-1 English lessons once a week. The lessons can be either face-to-face or online. We identify what areas the learner wants to improve and then the volunteer tutors plan their own lessons accordingly. Advice and support is provided for the volunteer as needed, including providing teaching materials for volunteers to choose from. 37 volunteers and 38 learners have taken part in the project over the year. I think it benefits the volunteer in terms of getting some teaching experience, and of course really helps our learners improve their language skills. Many of our volunteers are students, some from overseas. For some, the experience they gain is very useful for their future careers. For others, it makes them part of the community in London, and that they are contributing to society. We could not run the project without the help of the UCL Student Union volunteering team.

ESOL Level 1 and Entry 3

I am the tutor for these classes. They are 3 hours a week for a full academic year. In July 2021, five learners finished an ESOL Level 1 course, and passed the accredited exams. In September 2021, we started an Entry 3 class. We have seven learners for this class, and one other learner will just sit the exams. Final exams will take place in July 2022. In the classes, we cover reading, writing, speaking & listening skills. The classes are a real opportunity for people to improve their English. It is interesting to note how diverse the classes are. Ten years ago, most of our learners were of Bangladeshi origin. Now we have learners from all over the world, which makes the discussions they have very interesting.

English Discussion Group

I am the facilitator for this group. It's more of an informal / drop-in discussion group where we choose a different topic to discuss each week. We've had learners from all over the world coming to the sessions – I am amazed by the range of countries! It is a chance for people to share and learn from each other's experiences. We have between four to nine learners attending each week.

Online vocational courses

A different aspect to the work I do at Training Link is running the online vocational courses. We do this in partnership with Virtual College, who provide the courses. We offer courses in a number of areas. For example, Level 2 Food Safety & Hygiene (City & Guilds), Customer Care, First Aid, COSHH, Manual Handling and Health and Safety in a Social Care setting.

The courses are completed by learners online. They provide useful certificates in different areas of work. I run a weekly session where learners can come to our centre to study. Alternatively, if the learner has computer access from home, I set up the course for them to complete the work remotely. 27 learners have completed courses, and 15 others are studying.

We are very flexible in the courses we offer. The more popular ones we keep in stock, but others, such as Safeguarding, we order when a learner wants to do the course. That course is particularly useful for learners applying for work in schools, care homes or other jobs working with vulnerable people.

Chris Carr
ESOL and Projects tutor

Computer courses

Something that the pandemic showed was that if people did not have access to the internet, they missed out on a lot of valuable information, the ability to do activities online with other people, or to enjoy different forms of entertainment offered online.

A local older people's organisation told us that around 40 percent of their members did not have an email address, and that encouraged us to look for funding to run IT for older people courses. We were very flexible in taking learners who were both absolute beginners, and others who wanted to improve their skills.

We ran the class on a Tuesday, and kept our drop-in sessions on the Thursday so that the learners could come twice a week and practice on the Thursday what we had done in the class on Tuesdays.

One learner with a disability has achieved a lot and become far more confident. He is always willing to learn.

Another learner, who had never touched a computer did very well and is thinking about joining a more advanced course. One of the other, more experienced learners, remarked that he had come on in leaps and bounds!

A third learner, with more experience, has consolidated what she learned a couple of years ago. The best learner had experience of using a smartphone, which meant that he learnt more easily. We usually had five students in the class, and are looking for larger numbers in the autumn 2022 term.

Drop-in sessions: We had a small number of regular attenders at the drop-in sessions, and other occasional ones. Some just want to use the internet for their emails or other activities on line and need little help. Some want to do job search, and they often need more support. We also offer them support in developing their CV., or drafting one if they do not have one. This service is provided by Training Link's chair, Millie Christian.

Nelly Pineda
IT Co-ordinator

Camden Adult Community Learning

We would like to thank Tracey Hamilton for her teaching at Training Link, and Mohamed Omar for his support in keeping the IT suite working. From April 2021 to March 2022, Camden Adult Community Learning ran the following courses:

Essential Digital Skills (2 terms – accredited)
Introduction to Microsoft Office Workplace
Microsoft Word for beginners
Web design using Wix
Create your own website using Wix
Get online using a Tablet for beginners

Report of the Trustees and Financial Statements for the year ended 31 March 2022 for Training Link

Contents of the Financial Statements for the Year Ended 31 March 2022

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Statement of Financial Activities

Balance Sheet

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Detailed Statement of Financial Activities

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent DA5 2EL

Report of the Trustees for the year ended 31 March 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of 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).

ACHIEVEMENT AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office 54-56 Phoenix Road London
NW1 1ES

Trustees

Ms M Christian (Chair)

Ms K Hayes (Treasurer)

Ms B Goring-Moore

Dr E Arnold

C Flower (To November 2021)

Company Secretary

P D Lush

Independent Examiner

John Lambourne FCA

Latham Lambourne Ltd 18 Woodlands Park Bexley

Kent DA5 2EL

Approved by order of the board of trustees on 14 September 2022 and signed on its behalf by:


.....
Millicent Christian – Chair and Trustee

Independent Examiners' Report to the Trustees of Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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:

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



John Lambourne FCA
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent DA5 2EL

Date: 20/9/22

**Statement of Financial Activities
for the year ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		523	-	523	472
Charitable activities					
Services etc		9,169	52,018	61,187	36,537
Investment income	2	149	-	149	214
Total		9,841	52,018	61,859	37,223
EXPENDITURE ON					
Charitable activities					
Services etc		1,834	35,463	37,297	36,814
NET INCOME		8,007	16,555	24,562	409
RECONCILIATION OF FUNDS					
Total funds brought forward		22,792	8,941	31,733	31,324
TOTAL FUNDS CARRIED FORWARD		30,799	25,496	56,295	31,733

**Balance Sheet
31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	7	359	-	359	717
CURRENT ASSETS					
Cash at bank and in hand		31,763	25,496	57,259	32,394
CREDITORS					
Amounts falling due within one year	8	(1,323)	-	(1,323)	(1,378)
NET CURRENT ASSETS		30,440	25,496	55,936	31,016
TOTAL ASSETS LESS CURRENT LIABILITIES		30,799	25,496	56,295	31,733
NET ASSETS		30,799	25,496	56,295	31,733
FUNDS	9				
Unrestricted funds				30,799	22,792

The notes form part of these financial statements

Restricted funds	25,496	8,941
TOTAL FUNDS	56,295	31,733

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 14 September 2022. and were signed on its behalf by:

.....
 Millicent Christian – Chair and Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

2. INVESTMENT INCOME

	31.3.22	31.3.21
	£	£
Deposit account interest	149	214

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.22	31.3.21
	£	£
Depreciation - owned assets	-	359
Other operating leases	4,645	4,318

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Director	-	1
IT Coordinator	1	1
Cleaner	1	1
Assistant	1	-
	3	3

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	472	-	472
Charitable activities			
Services etc	7,253	29,284	36,537
Investment income	214	-	214
Total	7,939	29,284	37,223
EXPENDITURE ON			
Charitable activities			
Services etc	7,749	29,065	36,814

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
NET INCOME	190	219	409
RECONCILIATION OF FUNDS			
Total funds brought forward	22,601	8,723	31,324
TOTAL FUNDS CARRIED FORWARD	22,791	8,942	31,733

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2021	4,700	9,618	14,318
Impairment	-	(358)	(358)
At 31 March 2022	4,700	9,260	13,960
DEPRECIATION			
At 1 April 2021 and 31 March 2022	4,700	8,901	13,601
NET BOOK VALUE			
At 31 March 2022	-	359	359
At 31 March 2021	-	717	717

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.22	31.3.21
	£	£
Social security and other taxes	-	55
Accruals and deferred income	663	663
Accrued expenses	660	660
	1,323	1,378

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

9. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	22,792	8,007	30,799
Restricted funds			
Big Lottery Fund	-	6,658	6,658
Francis Crick	-	1,328	1,328
Camden Giving	2,824	(2,824)	-
HS2 Groundworks	6,117	(6,117)	-
Camden CIL	-	15,260	15,260
Charles Hayward Foundation	-	2,250	2,250
	8,941	16,555	25,496
TOTAL FUNDS	31,733	24,562	56,295

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	9,841	(1,834)	8,007
Restricted funds			
Big Lottery Fund	8,870	(2,212)	6,658
Fitzdale Trust	1,500	(1,500)	-
Francis Crick	1,978	(650)	1,328
Camden Giving	1,716	(4,540)	(2,824)
HS2 Groundworks	63	(6,180)	(6,117)
Camden CIL	22,891	(7,631)	15,260
Charles Hayward Foundation	3,000	(750)	2,250
Camden Resilience Fund	12,000	(12,000)	-
	52,018	(35,463)	16,555
TOTAL FUNDS	61,859	(37,297)	24,562

continued...

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	22,601	191	22,792
Restricted funds			
Camden Giving	-	2,824	2,824
HS2 Groundworks	7,193	(1,076)	6,117
S106 Camden	1,530	(1,530)	-
	8,723	218	8,941
TOTAL FUNDS	<u>31,324</u>	<u>409</u>	<u>31,733</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,939	(7,748)	191
Restricted funds			
Camden Giving	11,391	(8,567)	2,824
HS2 Groundworks	17,893	(18,969)	(1,076)
S106 Camden	-	(1,530)	(1,530)
	29,284	(29,066)	218
TOTAL FUNDS	<u>37,223</u>	<u>(36,814)</u>	<u>409</u>

continued...

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	22,601	8,198	30,799
Restricted funds			
Big Lottery Fund	-	6,658	6,658
Francis Crick	-	1,328	1,328
HS2 Groundworks	7,193	(7,193)	-
S106 Camden	1,530	(1,530)	-
Camden CIL	-	15,260	15,260
Charles Hayward Foundation	-	2,250	2,250
	8,723	16,773	25,496
TOTAL FUNDS	31,324	24,971	56,295

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	17,780	(9,582)	8,198
Restricted funds			
Big Lottery Fund	8,870	(2,212)	6,658
Fitzdale Trust	1,500	(1,500)	-
Francis Crick	1,978	(650)	1,328
Camden Giving	13,107	(13,107)	-
HS2 Groundworks	17,956	(25,149)	(7,193)
S106 Camden	-	(1,530)	(1,530)
Camden CIL	22,891	(7,631)	15,260
Charles Hayward Foundation	3,000	(750)	2,250
Camden Resilience Fund	12,000	(12,000)	-
	81,302	(64,529)	16,773
TOTAL FUNDS	99,082	(74,111)	24,971

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

INCOME AND ENDOWMENTS

Donations and legacies

Donations	523	472
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Investment income

Deposit account interest	149	214
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Charitable activities

Service programme income	8,618	4,715
Grants	52,018	29,284
CJRS grants	551	2,538

	61,187	36,537
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Total incoming resources

	61,859	37,223
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EXPENDITURE

Charitable activities

Staff costs	8,362	11,182
Pensions	401	306
Rent	4,645	4,318
Water Rates	5	486
Insurance	692	575
Light and heat	1,751	1,117
Telephone	564	531
Postage and stationery	609	715
Advertising	2,574	826
Sundries	114	18
Computer expenses	389	457
Exam fees	342	680
Teaching	12,307	10,346
Equipment and maintenance	-	59
Travel	70	-
Volunteers costs	17	6
Subscriptions	500	500
Cleaning	71	374
Repairs	929	1,378
Rates	1,818	1,818
Bank charges	118	104

	36,278	35,796
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Support costs

Other		
Computer equipment	359	358

Other		
Governance costs		
Accountancy and legal fees	660	660

Total resources expended	37,297	36,814
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Net income	24,562	409
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TRAINING LINK

England & Wales - Charity number 1051662

Accounts

**Report of the Trustees, Financial Statements and
Annual Report for the Year Ended 31 March 2021
for Training Link**

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Report of the Trustees for the Year Ended 31 March 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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).

Achievement and performance

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

Financial review

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

Structure, governance and management

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Reference and administrative details

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road London
NW1 1ES

Trustees

Ms B Goring-Moore, Dr E Arnold, Mr C Flower, Ms K Hayes, Ms M Christian (appointed 10.10.20)

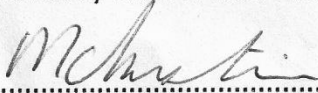
Company Secretary

Mr P D Lush

Independent Examiner

John Lambourne FCA
Latham Lambourne Ltd 18 Woodlands Park Bexley
Kent DA5 2EL

Approved by order of the board of trustees on 15 September 2021 and signed on its behalf by:



Ms M Christian - Trustee

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

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

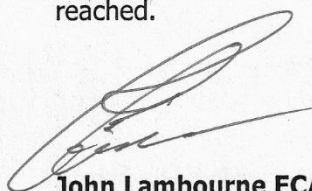
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

Independent examiner's statement

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:

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



John Lambourne FCA
Latham Lambourne Ltd
18 Woodlands Park Bexley
Kent DA5 2EL

Date: 29/10/21

**Statement of Financial
Activities for the Year
Ended 31 March 2021**

	Notes	Unrestricted funds £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
Income and endowments from					
Donations and legacies		472	0	472	456
Charitable activities					
Services etc		7,253	29,284	36,537	48,202
Room hire		0	0	0	6,111
Investment income	2	214	0	214	268
Total		7,939	29,284	37,223	55,037
Expenditure on					
Charitable activities					
Services etc		7,749	29,065	36,814	48,805
Net income		190	219	409	6,232
Reconciliation of funds					
Total funds brought forward		22,601	8,723	31,324	25,092
Total funds carried forward		22,791	8,942	31,733	31,324

The notes form part of these financial statements

Balance Sheet
31 March 2021

	Notes	Unrestricted fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	7	717	0	717	1,075
CURRENT ASSETS					
Cash at bank and in hand		23,453	8,941	32,394	32,405
CREDITORS					
Amounts falling due within one year	8	(1,378)	0	(1,378)	(2,156)
NET CURRENT ASSETS		22,075	8,941	31,016	30,249
TOTAL ASSETS LESS CURRENT LIABILITIES		22,792	8,941	31,733	31,324
NET ASSETS		22,792	8,941	31,733	31,324
FUNDS	9				
Unrestricted funds				22,792	22,601
Restricted funds				8,941	8,723
TOTAL FUNDS				31,733	31,324

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

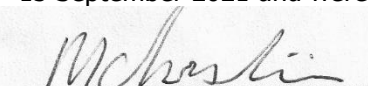
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 15 September 2021 and were signed on its behalf by:


.....
Ms M Christian - Trustee

Notes to the Financial Statements for the Year Ended 31 March 2021

1. Accounting policies

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements for the Year Ended 31 March 2021 – continued

2. Investment income

	31.3.21 £	31.3.20 £
Deposit account interest	214	268

3. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.21 £	31.3.20 £
Depreciation - owned assets	359	359
Other operating leases	4,318	3,540

4. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

5. Staff costs

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20
Director	1	1
IT Coordinator	1	0
Cleaner	1	0
	<u>3</u>	<u>1</u>

No employees received emoluments in excess of £60,000.

6. Comparatives for the statement of financial activities

	Unrestricted fund £	Restricted funds £	Total funds £
Income and endowments from			
Donations and legacies	456	-	456
Charitable activities			
Services etc	3,919	44,283	48,202
Room hire	6,111	0	6,111
Investment income	<u>268</u>	<u>0</u>	<u>268</u>
Total	10,754	44,283	55,037
Expenditure on			
Charitable activities			
Services etc	7,251	41,554	48,805

6. Comparatives for the statement of financial activities - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Net income	3,503	2,729	6,232
Reconciliation of funds			
Total funds brought forward	19,098	5,994	25,092
Total funds carried forward	<u>22,601</u>	<u>8,723</u>	<u>31,324</u>

7. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020 and 31 March 2021	4,700	9,618	14,318
DEPRECIATION			
At 1 April 2020	4,700	8,542	13,242
Charge for year	0	359	359
At 31 March 2021	4,700	8,901	13,601
NET BOOK VALUE			
At 31 March 2021	0	717	717
At 31 March 2020	0	1,076	1,076

8. Creditors: amounts falling due within one year

	31.3.21 £	31.3.20 £
Social security and other taxes	55	0
Accruals and deferred income	663	1,496
Accrued expenses	660	660
	1,378	2,156

9. Movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	22,601	191	22,792
Restricted funds			
Camden Giving	-	2,824	2,824
HS2 Groundworks	7,193	(1,076)	6,117
S106 Camden	1,530	(1,530)	0
	8,723	218	8,941
TOTAL FUNDS	31,324	409	31,733

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	7,939	(7,748)	191
Restricted funds			
Camden Giving	11,391	(8,567)	2,824
HS2 Groundworks	17,893	(18,969)	(1,076)
S106 Camden	-	(1,530)	(1,530)
	29,284	(29,066)	218
TOTAL FUNDS	37,223	(36,814)	409

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	19,098	3,503	22,601
Restricted funds			
Fitzdale Trust	667	(667)	-
HS2 Groundworks	5,327	1,866	7,193
S106 Camden	-	-	-
	5,994	2,729	8,723
TOTAL FUNDS	25,092	6,232	31,324

9. Movement in funds - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,754	(7,251)	3,503
Restricted funds			
Fitzdale Trust	0	(667)	(667)
Camden Giving	6,548	(6,548)	0
HS2 Groundworks	24,745	(22,879)	1,866
Woodward Foundation	500	(500)	0
S106 Camden	11,140	(9,610)	1,530
Camden Rent Subsidy	1,350	(1,350)	0
	44,283	(41,554)	2,729
TOTAL FUNDS	55,037	(48,805)	6,232

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	19,098	3,694	22,792
Restricted funds			
Fitzdale Trust	667	(667)	0
Camden Giving	0	2,824	2,824
HS2 Groundworks	5,327	790	6,117
	5,994	2,947	8,941
TOTAL FUNDS	25,092	6,641	31,733

Notes to the Financial Statements - continued for the Year Ended 31 March 2021

9. Movement in funds - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	18,693	(14,999)	3,694
Restricted funds			
Fitzdale Trust	0	(667)	(667)
Camden Giving	17,939	(15,115)	2,824
HS2 Groundworks	42,638	(41,848)	790
Woodward Foundation	500	(500)	0
S106 Camden	11,140	(11,140)	0
Camden Rent Subsidy	1,350	(1,350)	0
	73,567	(70,620)	2,947
TOTAL FUNDS	<u>92,260</u>	<u>(85,619)</u>	<u>6,641</u>

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

Detailed Statement of Financial Activities for the Year Ended 31 March 2021

INCOME AND ENDOWMENTS

	31.3.21 £	31.3.20 £
Donations and legacies		
Donations	472	456
Investment income		
Deposit account interest	214	268
Charitable activities		
Service programme income	4,715	3,919
Grants	29,284	50,394
CJRS grants	2,538	-
	36,537	54,313
Total incoming resources	37,223	55,037

EXPENDITURE

Charitable activities		
Staff costs	11,182	12,191
Pensions	306	787
Rent	4,318	3,540
Water Rates	486	323
Insurance	575	535
Light and heat	1,117	1,612
Telephone	531	575
Postage and stationery	715	1,255
Advertising	826	1,276
Sundries	18	405
Computer expenses	457	1,805
Exam fees	680	0
Teaching	10,346	12,815
Equipment and maintenance	59	3,178
Travel	0	154
Volunteers costs	6	457
Subscriptions	500	35
Cleaning	374	0
Repairs	1,378	4,701
Rates	1,818	1,789
Bank charges	104	101
PQASSO	0	252
	35,796	47,786

Support costs

Other		
Computer equipment	358	359
Other Governance costs	660	660
Accountancy and legal fees		
Total resources expended	36,814	48,805
Net income	409	6,232

Training Link Annual Report 2020–21

1. Chair's Report – Millicent Christian
2. Acting Director's Report – Peter Lush
3. Courses – Chris Carr

1. Chair's Report

Welcome to Training Link's 2020–2021 Annual Report. Last year and this year have been very difficult and challenging because of the COVID-19 pandemic, not only for Training Link (TL) but also for our partners in the community. Overall, the risk assessment for TL was testing with the changing progression of the pandemic and changes in guidance. The COVID-19 crisis has resulted in a significant increase in online learning. Much of the face-to-face classroom training has been pursued online. As such, the crisis provided a powerful test of the potential of learning online. It also highlighted its key limitations including its potential to exclude the very group our service targets – those without the prerequisite of adequate digital skills, those without suitable computer equipment and internet access to undertake training online. Those already disadvantaged and most in need and who normally accessed online resources through our drop-in sessions.

So, while, the potential of online learning to increase adult learning opportunities was clear, the crisis also brought into sharp focus some continuing issues of access and equity. Addressing these issues could contribute to expanding online learning provision in the post-crisis period and to making it more inclusive.

The speed and reach of the COVID-19 pandemic also forced rapid changes in how we conduct our Trustees and Management Committee Meetings. These have been taking place online and at times have presented difficulties with technology. However, with perseverance we got through the "rough with the smooth".

We continued to engage with the users and others helping to keep TL afloat. As TL adapted to the challenges of the pandemic, we are hopeful that the future of TL will be a brighter one.

A huge thank you to Brenda for all her support for me as chair. I am grateful for her wise counsel throughout this difficult time. A special thank you to Peter for coming out of retirement to continue supporting us as acting director following resignation of his successor. We are grateful for all his hard work and support which is much appreciated.

Thanks too to all our trustees, MC members, to Chris, Nellie, our volunteer's and all our funders who are still supporting us during this difficult time. We appreciate the challenges funders themselves may be going through especially at this time with increased support needs. TL is changing and will continue change to keep abreast with the changing world we are living in. As lockdown has now eased it will be delightful to meet everyone face-to-face again as we continue to practice keeping safe.

Millicent Christian
September 2021

Acting Director

As with many other small charities and voluntary organisations, this has been one of the most challenging years in Training Link's history.

We had to stop all 'in person' activities in March 2020. We had already printed the leaflets for an Open Day in April that we were unable to hold. We did manage to continue to run our ESOL Entry 3 class, which was held remotely. Seven learners completed the course and passed exams. For 2020–21, four learners completed a Level 1 course mainly run remotely. We also managed to continue to run our online courses, with learners working remotely. We printed their certificates and posted them if they did not have access to a printer. The Adult Literacy project managed to continue, with learners and their volunteer tutors meeting remotely.

Another project that we had to put on hold was our work with people applying to the European Union Settlement Scheme (EUSS). This started again in July, with COVID precautions in place, and involving very small numbers of people.

We furloughed two members of staff in the initial pandemic period. We were able to hold some drop-in sessions in July and August, but the restrictions on activities from October made that impossible for the rest of the period covered by this report. We did run an Open Day in early September, but encouraging people to apply for courses online or by phone, and only to come to the centre as a last resort.

Millie and Brenda did a lot of work ensuring that we met all the COVID regulations, so that we could continue to run the EUSS support scheme. This was important for the people receiving the support, and for Training Link as it gave us some extra income. We were one of the first centres offering this service to reopen, and had people coming from over 100 miles away in one case to receive support.

An offshoot of this service is that we are now supporting people applying to the Windrush Compensation Scheme. Given Training Link's origins, it is particularly appropriate that we are involved in this work.

Financially, our main funder continued to be the HS2 Community & Environment Fund. They agreed to extend the period of the grant for at least three months to take account of the time we were closed. We have also lost income through not having room bookings, although we did receive a grant from Camden Giving which covered some of this loss.

I am pleased to say that at the time of writing all our staff team are back working at the centre. We are still doing some work remotely, and this could remain in place in the future. For the Adult Literacy project this way of working can help learners and volunteers who for various reasons find it difficult to travel.

The Management Committee continued to meet, using Zoom, and we held the 2020 AGM using Zoom.

I had planned to retire in August 2020, and a new director was appointed. Sadly, this appointment did not work out, and I agreed to come back to cover the post on a temporary basis. I was always going to continue doing the EUSS and Windrush compensation work, which I enjoy doing and is rewarding, and hope that a new management structure can be created in the near future.

Brenda Goring-Moore also retired as chair at the AGM in September 2020, although she has remained as a trustee. She has given over 30 years service to Training Link, and continues to support our work. I have also enjoyed working with our new chair, Millicent Christian. I would also like to thank all our staff team, Chris, Nelly and Emi for their work for Training Link in a difficult period, and thank Tracey for (remotely) continuing to teach on behalf of Camden Adult Community Learning at Training Link.

Hopefully the worst of the pandemic is now behind us, and we can restore Training Link to the vibrant state it was in before, with learners developing new skills and areas of knowledge, as it has done since 1985.

Peter Lush
August 2021

3. Courses – Chris Carr

Especially during the first few months, the pandemic obviously had a huge impact on what we could offer at the centre and has affected numbers, but we managed to keep a service going – mainly online, with some face-to-face work. The work I do can be divided into three main areas:

Literacy Project Co-ordinator

This involves recruiting volunteers to provide 1 to 1 weekly English lessons-interviewing volunteers, assessing learners, and setting up lessons. A number of volunteers stopped when Covid started , as we could no longer do face to face lessons ,but we turned the project in to online lessons and there has been a demand for this. Over the whole year, more than 40 volunteers worked with learners and it went well. Feedback includes: "I would like to say thank you for the amazing opportunity of teaching English. If possible, I would like to return when I'm back in England " – "It's been a rewarding experience ".

ESOL work

I worked with an ESOL Entry 3 group throughout the lockdowns. We managed to finish an ESOL Entry E3 course using Zoom and did face to face exams in September during the brief period the centre was open. 7 people passed exams – just one person did not pass. Learners appreciated it that we could keep the class going in some form . The class turned in to a small Level 1 group- again done on Zoom. Exams to be done in July 2021.

Vocational Courses

This role was previously shared, but I ran the courses independently for most of the year. We provide access to a number of online vocational courses, for example, Food Safety, Customer Care, COSHH, Health and Safety in a Care setting that will hopefully help people get jobs. After a slow start, we also offered the service completely online. I would register and give course information to people via Zoom/e mail/phone. Over 30 courses have been passed – others are still in progress. We will offer computer access to learners at our centre when the lockdown eases.

Chris Carr
June 2021