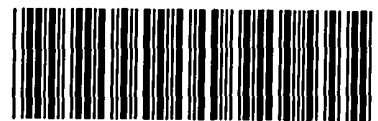


Charity registration number 1069993 (England and Wales)

Company registration number 03487635

SKILLS FOR PEOPLE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

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SKILLS FOR PEOPLE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Whaley S Halpin D Sellers D Rudd K Chaplin J Cairns	(Appointed 17 July 2024) (Appointed 4 June 2024) (Appointed 4 June 2024) (Appointed 25 November 2025)
Secretary	R Vigurs	
Senior management	R Vigurs L Geritz L Cottrell J Proudlock	Chief Executive Director of Adult Services Director of Corporate Services Keyworker Service Manager
Charity number (England and Wales)	1069993	
Company number	03487635	
Registered office	4 Glendale Terrace Byker Newcastle upon Tyne Tyne and Wear NE6 1PB	
Auditor	Robson Laidler Accountants Limited Fernwood House Fernwood Road Jesmond Newcastle upon Tyne Tyne and Wear England NE2 1TJ	
Bankers	Unity Trust Bank 4 Brindley Place Birmingham	

SKILLS FOR PEOPLE

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SKILLS FOR PEOPLE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

Introduction

The Trustees of Skills for People are pleased to present their annual report for the year ended 31 March 2025. This report provides an overview of the charity's work, achievements, and financial position, alongside its strategic direction and governance arrangements.

Skills for People is a charitable organisation working to support people with a learning disability, autistic people, and their families to live good, ordinary lives. We do this through rights-based support, co-produced services, advocacy, training, and peer-led projects. Our work is shaped and driven by people with lived experience.

The way we want the world to be (Our Vision)

All people are valued and treated fairly. Disabled people and their families have the same chances, choices and rights as everyone else, so that they lead good, healthy and meaningful lives. Disabled people play their full role in society because they have talents and strengths that enrich our society.

What we're doing about it (Our Mission)

We work to make sure that disabled people and their families are in control of their lives, are strong, confident and included in the communities of their choice. We promote and protect the rights of disabled people and their families. We challenge barriers and promote equality. Disabled people and their families are at the heart of all we do.

How we go about it (Our Values)

- We are powerful
- We are respectful
- We listen
- We come up with ideas
- We don't give up

Compliance

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

Objectives and activities

Our key charitable objectives are:

- To support people with a learning disability and autistic people to have control over their lives.
- To help people develop skills, confidence, and independence.
- To challenge discrimination and promote inclusion.
- To work in partnership with individuals, families, communities, and services to improve lives.

In 2024–25, we delivered these objectives through a wide range of projects, self-advocacy groups, training programmes, one-to-one support, co-production work with services, and policy influence.

SKILLS FOR PEOPLE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

This year, Skills for People delivered a diverse and impactful range of services across the North East and Cumbria. People with lived experience remained at the heart of our work, shaping and leading the way.

Peer-led groups and self-advocacy

Projects like Geordie Voices, Geordie Mums, Men of the North, Women's Zone, and Independent Voices continued to thrive, providing space for people to connect, campaign, and build confidence. These groups tackled issues like accessible transport, voting, loneliness, and safety, while also co-producing training and research. The Newcastle Advisory Group played an essential role in shaping the Newcastle Councils local strategy.

This year, we facilitated 53 different community groups, convening 580 meetings and activities throughout the year, with over 3,300 attendances. This remarkable level of engagement reflects the strength of our peer-led model and the importance of creating inclusive, empowering spaces where people can come together to share experiences and drive change.

Rights, health and training

We expanded our Quality Checkers programme and delivered peer-led health initiatives including Be Cancer Aware, Be Epilepsy Aware, and Diabetes Awareness. Our Oliver McGowan Training programme trained new co-facilitators and reached a wide range of professionals. The Confirm and Challenge group influenced NHS planning, while our Newcastle Hospitals work brought lived experience directly into hospital service improvement.

Inclusion, connection, and wellbeing

Our Help and Connect and Community Connectors services helped people build independence and reduce isolation. Link Workers based in GP practices supported individuals around wellbeing, finances, and access to care. The Love Life and All Autistics Accepted programmes promoted self-expression and safety. Our Tech Drop-in improved digital inclusion, and Student Engagement introduced future professionals to the value of lived experience.

Employment, family life, and intensive support

In Redcar and Cleveland, we delivered one-to-one employment support and facilitated peer-led groups. Our Keyworking service supported 71 young people at risk of inpatient mental health admission, helping to avoid an estimated 61 hospital admissions and improve quality of life for families.

System influence and local partnerships

Through initiatives like the Safe Places scheme and provider workshops, people with a learning disability influenced local systems and service quality. Across all our work, we continued to build strong partnerships with local authorities, NHS Trusts, universities, and VCSE partners.

Josephine and Jack Project

This year, we were honored to be entrusted with the legacy of the Josephine and Jack Project as the charity prepared to close. Skills for People is now actively exploring how to continue this creative and impactful work under the new name "Josephine and Jack at Skills".

The Josephine and Jack Project has for many years delivered engaging and accessible learning experiences using life-sized anatomically correct cloth figures, Josephine and Jack. Through workshops and one-to-one support, they have helped people with a learning disability learn about health, relationships, and self-advocacy. Their person-centered approach is widely admired and has made a significant difference to the lives of many.

SKILLS FOR PEOPLE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Josephine and Jack Project (Continued)

We are saddened by the winding down of the Josephine and Jack Project but feel incredibly privileged to carry forward their mission. The project has generously transferred its remaining funds, cloth figures, lesson plans, and materials to Skills for People. We are committed to continuing their work with integrity, creativity, and a focus on values. We believe that being part of a larger organisation will provide the support and sustainability needed to ensure the Josephine and Jack legacy continues to flourish.

We extend our deepest thanks to everyone at the Josephine and Jack Project for their inspiring work and for placing their trust in us.

Leadership Transition

This year marked a significant moment in the history of Skills for People, as we said farewell to our long-serving Chief Executive, Liz Wright, who retired after an incredible 32 years of service to the charity.

Liz's leadership, vision, and unwavering commitment have shaped Skills for People into the values-driven, person-centered organisation it is today. Over more than three decades, she guided the charity through change and growth, always ensuring we stayed true to our roots and to the voices of the people we support.

We were also immensely proud that Liz Wright was awarded a Lifetime Achievement Diamond Award by the North East and Cumbria Learning Disability Network in December 2024. To be recognised for her tireless campaigning to improve the lives of people with a learning disability and their families is both fitting and richly deserved.

On behalf of everyone involved in Skills for People including our trustees, staff, volunteers, and the many individuals and families we work alongside, we thank Liz for her outstanding contribution and dedication.

Following Liz's retirement, Skills for People was delighted to appoint Scott Vigurs as our new Chief Executive in December. Scott brings more than 25 years of leadership experience across the statutory and voluntary sectors, with a strong track record of championing inclusion, rights, and co-production.

Scott took up post in January and is now leading the development of our next five-year strategy, which will be co-designed with people with lived experience, our staff team, and key partners. This marks the beginning of an exciting new chapter in Skills for People's journey — building on our strong foundations while exploring new ways to increase our impact and reach.

Financial review

The Statement of Financial Activities shows a total surplus for the year of £187,155 (a total surplus of £28,731 in 2024). The surplus in unrestricted funds for the year is £71,813 (£59,330 in 2024).

There has been an increase in income from £1,356,717 to £1,717,268. The increase was due to an increase in donations, and contract income from statutory bodies, like councils and the health service. There was a reduction in other trading income regarding the recharges made to the Better Days organisation.

Expenditure increased from £1,327,986 to £1,530,113, which was due to rises in staff costs, material expenses for projects, and IT provisioning. Other costs remain consistent to the prior year, and our expectations.

The trustees have looked at restricted fund balances during the year and ensured that these balances have utilised in accordance with the donors' requirements. As at 31 March 2025, these restricted reserves stood at £115,342 (£nil in 2024).

The balance sheet remains healthy, with an increase of funds from £903,368 to £1,090,523.

Going concern

The trustees have prepared a budget and cashflow forecast and have concluded that the Charity continues to be a going concern for the foreseeable future. On that basis they have continued to adopt the going concern basis when preparing the financial statements.

SKILLS FOR PEOPLE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Reserves policy

Unrestricted funds stand at £975,181 of which £527,892 (£441,510 in 2024) is classed as free reserves.

The calculation of reserves is based on the definition included in the charity statement for recommended practice (SORP) which provides recommendations for accounting and reporting for charities. The trustees have examined the requirements of the charitable company to hold free reserves - those reserves not invested in tangible fixed assets, excluding long term liabilities, or designated for a particular purpose. This exercise considered:

- Identification and planning for the maintenance of essential services for beneficiaries;
- The risks of unplanned closure, spending commitments, potential liabilities and financial forecasts;
- The risks of unplanned closure on their beneficiaries (in particular, vulnerable beneficiaries), staff and volunteers; and
- The challenges faced by the charity sector in the current financial climate.

Plans for future periods

The Board has taken precautions to ensure that the organisation is sustainable. The Board and the staff team manage budgets closely. The Board plans to secure the future of the organisation through careful financial management, and raising income through a diverse range of contracts, grants and sales. We will continue to provide and build on the successful programmes described earlier in this report, which will enable access to new sources of income.

Structure, governance and management

Skills for People is a company limited by guarantee (Company No. 02647839) and a registered charity (Charity No. 1069993). Its governing document is its Memorandum and Articles of Association.

The charity is governed by a Board of Trustees who are also the directors of the charitable company for the purposes of the Companies Act 2006. The Board meets every two months and is responsible for the overall governance and strategic direction of the organisation. It delegates day-to-day management to the Chief Executive and Senior Management Team.

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

J Whaley	
G Atwal-Churchley	(Resigned 19 November 2024)
S Woosey	(Resigned 24 September 2024)
A Dagg	(Resigned 22 September 2024)
S Halpin	
D Sellers	(Appointed 17 July 2024)
D Rudd	(Appointed 4 June 2024)
E Collins	(Appointed 4 June 2024 and resigned 25 November 2025)
K Chaplin	(Appointed 4 June 2024)
J Cairns	(Appointed 25 November 2025)

SKILLS FOR PEOPLE

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

FOR THE YEAR ENDED 31 MARCH 2025

Recruitment and appointment of trustees

New trustees receive a structured induction including information about the charity's work, responsibilities under charity and company law, and relevant policies and procedures. The Board conducts an annual review of its effectiveness and ensures that it maintains a broad mix of skills and lived experience relevant to the charity's work.

The Board of Trustees also has two sub-committees : Finance and HR. Each sub-committee is chaired by a trustee and attended by the Chief Executive and relevant members of the Executive Senior Management Team. The Finance Committee is chaired by our Trustee Treasurer, Duncan Sellers. These sub-committees meet regularly and report into all full Board of Trustee meetings, bringing forward important matters, decisions, and any risks that require escalation. In FY 2025–26, a new Performance and Governance Sub-Committee will also be convened to strengthen oversight in these areas.

In 2024–25, we were pleased to welcome four new trustees to the Board: Duncan Sellers (treasurer), Danielle Rudd, Ed Collins, and Kate Chaplin. Each brings significant experience from a wide range of sectors and has significantly strengthened the leadership, governance, and oversight of the charity.

Self-Advocates Board

The Self-Advocates Board is a group of people with learning disabilities who lead on making sure Skills for People stays true to its purpose and values. The Board exists to represent the voices of people with lived experience, challenge decisions where needed and ensure that the organisation is led by the people it serves.

The Self-Advocates Board plays an important role in advising the Board of Trustees about what is most important to people with learning disabilities and their families. It provides critical challenge to the organisation, helping trustees and senior leaders understand the real impact of decisions and ensuring that the voices of people we support are always at the heart of our governance.

Throughout the year, the Self-Advocates Board has met regularly to review and influence our plans and priorities. Their input has been instrumental in shaping our new five-year strategy, ensuring that it is firmly anchored in the social model of disability and rights-based approaches.

Self-advocates have brought forward powerful lived experiences and insights that have helped us understand the real impact of our services, as well as opportunities for improvement. This year, members of the Self-Advocates Board participated in strategic planning sessions with trustees and senior managers, providing clear and actionable guidance on what matters most to the people we support.

Their work exemplifies the values of Skills for People ensuring that people with lived experience are not only at the centre of our services but also play a leading role in governance and decision-making.

Key Management Remuneration

The Trustees consider that the Board of Trustees and the Senior Management Team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in the notes to the accounts.

Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The charity maintains a comprehensive risk register which is regularly reviewed by the Board of Trustees and its sub-committees. Key areas of focus during the year included financial sustainability, safeguarding, service quality, compliance with regulation, and the well-being of staff and volunteers.

Mitigating actions include regular financial monitoring, robust policies and procedures, ongoing training, and strong partnership working. Risk management is embedded in strategic planning and operational delivery.

SKILLS FOR PEOPLE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Statement of trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

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

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

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

Auditor

In accordance with the company's articles, a resolution proposing that Robson Laidler Accountants Limited be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

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

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


.....
J Whaley
Trustee

Date:

17-12-25

SKILLS FOR PEOPLE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKILLS FOR PEOPLE

Opinion

We have audited the financial statements of Skills For People (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

SKILLS FOR PEOPLE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF SKILLS FOR PEOPLE

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The risk of material misstatement due to error or fraud has been assessed in conjunction with how internal controls may mitigate any such risk. These controls are reviewed as part of the audit by performing systems walkthroughs to ensure they are operating effectively. Analytical review and substantive testing is also performed on all material balances and therefore any instances of non-compliance should be identified or considered as insignificant. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team;

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework, in which the company operates and how the company complies with that legal and regulatory framework
- inquired with management and those charged with governance about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud
- discussed with management and those charged with governance any non-compliance with laws and regulations and how fraud might occur including assessments of how and where the financial statements may be susceptible to fraud.

The risk of management override of controls was also considered an area of potential misstatement due to fraud. Audit procedures performed included testing of manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business.

SKILLS FOR PEOPLE

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE MEMBERS OF SKILLS FOR PEOPLE

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Nicholas Cunningham MSc BSc FCCA (Senior Statutory Auditor)

For and on behalf of Robson Laidler Accountants Limited, Statutory Auditor

Fernwood House

Fernwood Road

Jesmond

Newcastle upon Tyne

Tyne and Wear

NE2 1TJ

England

Date: 18.11.2022

SKILLS FOR PEOPLE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes				
Income from:					
Donations and legacies	2	29,163	196,040	225,203	36,219
Charitable activities		1,437,841	11,745	1,449,586	1,270,180
Other trading activities	3	30,913	1,408	32,321	50,318
Investments		10,158	-	10,158	-
Total income		1,508,075	209,193	1,717,268	1,356,717
Expenditure on:					
Charitable activities	4	1,436,462	93,651	1,530,113	1,327,986
Total expenditure		1,436,462	93,651	1,530,113	1,327,986
Net income		71,613	115,542	187,155	28,731
Transfers between funds		200	(200)	-	-
Net movement in funds	6	71,813	115,342	187,155	28,731
Reconciliation of funds:					
Fund balances at 1 April 2024		903,368	-	903,368	874,637
Fund balances at 31 March 2025		975,181	115,342	1,090,523	903,368

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

SKILLS FOR PEOPLE

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

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes			
Income from:				
Donations and legacies	2	19,261	16,958	36,219
Charitable activities		1,267,535	2,645	1,270,180
Other trading activities	3	50,123	195	50,318
Total income		1,336,919	19,798	1,356,717
Expenditure on:				
Charitable activities	4	1,270,328	57,658	1,327,986
Total expenditure		1,270,328	57,658	1,327,986
Net income/(expenditure)		66,591	(37,860)	28,731
Transfers between funds		(7,261)	7,261	-
Net movement in funds	6	59,330	(30,599)	28,731
Reconciliation of funds:				
Fund balances at 1 April 2023		844,038	30,599	874,637
Fund balances at 31 March 2024		903,368	-	903,368

SKILLS FOR PEOPLE


BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	10		447,289		461,858
Current assets					
Debtors	11	144,949		41,455	
Cash at bank and in hand		599,795		540,479	
		744,744		581,934	
Creditors: amounts falling due within one year	12	(101,510)		(140,424)	
Net current assets			643,234		441,510
Total assets less current liabilities			1,090,523		903,368
The funds of the charity					
Restricted income funds	14	115,342			-
Unrestricted funds	15	975,181			903,368
		1,090,523			903,368

The financial statements were approved by the trustees on

25th Nov '25


 J Whaley
 Trustee

Company registration number 03487635 (England and Wales)

SKILLS FOR PEOPLE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	18		49,326		(40,813)
Investing activities					
Purchase of tangible fixed assets		(168)		-	
Investment income received		10,158		-	
Net cash generated from investing activities			9,990		-
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			59,316		(40,813)
Cash and cash equivalents at beginning of year			540,479		581,292
Cash and cash equivalents at end of year			599,795		540,479

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Skills For People is a private company limited by guarantee incorporated in England and Wales. The registered office is 4 Glendale Terrace, Byker, Newcastle upon Tyne, Tyne and Wear, NE6 1PB.

1.1 Basis of preparation

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

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

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

1.2 Going concern

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

1.3 Charitable funds

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

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

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

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

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

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

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

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

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

Leasehold land and buildings	Over term of the lease
Fixtures and fittings	25% reducing balance basis

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

1.7 Impairment of fixed assets

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

1.8 Cash and cash equivalents

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

1.9 Taxation

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

1.10 Retirement benefits

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

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	4,259	7,000	11,259	932	2,633	3,565
Grants	24,904	189,040	213,944	18,329	14,325	32,654
	<u>29,163</u>	<u>196,040</u>	<u>225,203</u>	<u>19,261</u>	<u>16,958</u>	<u>36,219</u>
Grants						
Bentley Motor Group	-	-	-	500	-	500
Community Foundation	1,904	25,176	27,080	-	-	-
Contact A Family	-	14,904	14,904	6,175	11,325	17,500
Garfield Weston Foundation	20,000	-	20,000	-	-	-
David Family Foundation	-	5,000	5,000	-	-	-
National Lottery	-	73,421	73,421	-	-	-
Newcastle City Council	-	-	-	10,936	-	10,936
The Joicey Trust	-	-	-	-	3,000	3,000
Barbour Trust	3,000	-	3,000	-	-	-
Motability	-	60,539	60,539	-	-	-
Other	-	10,000	10,000	718	-	718
	<u>24,904</u>	<u>189,040</u>	<u>213,944</u>	<u>18,329</u>	<u>14,325</u>	<u>32,654</u>

3 Income from other trading activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Rents receivable	7,682	-	7,682	7,996	-	7,996
Better Days recharge	13,735	483	14,218	35,765	135	35,900
Room hire	6,791	500	7,291	6,330	-	6,330
Other trading income	2,705	425	3,130	32	60	92
	<u>30,913</u>	<u>1,408</u>	<u>32,321</u>	<u>50,123</u>	<u>195</u>	<u>50,318</u>

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	1,132,974	1,025,450
Depreciation and impairment	14,738	16,499
Consultancy fees	25,727	16,866
Other staff costs	66,069	47,940
Project costs	113,953	86,512
IT costs	69,983	28,239
Rent & rates	6,008	4,758
Insurance	8,227	7,042
Light and heat	6,913	10,312
Premises repairs	17,527	16,682
Telephone	12,563	12,427
Publications and marketing	28,713	28,257
Health & safety	5,605	4,976
Sundry expenses	4,526	2,200
Bad debts	-	8,005
	<u>1,513,526</u>	<u>1,316,165</u>
Share of support and governance costs (see note 5)		
Support	2,109	2,613
Governance	14,478	9,208
	<u>1,530,113</u>	<u>1,327,986</u>
Analysis by fund		
Unrestricted funds	1,436,462	1,270,328
Restricted funds	93,651	57,658
	<u>1,530,113</u>	<u>1,327,986</u>

5 Support costs allocated to activities

	2025 £	2024 £
Bank interest	410	321
Cleaning	1,699	2,292
Governance costs	14,478	9,208
	<u>16,587</u>	<u>11,821</u>
Analysed between:		
Charitable activities	<u>16,587</u>	<u>11,821</u>

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Support costs allocated to activities

(Continued)

	2025 £	2024 £
Governance costs comprise:		
Audit fees	3,635	5,029
Legal and professional	10,843	4,179
	<u>14,478</u>	<u>9,208</u>

6 Net movement in funds

2025
£

2024
£

The net movement in funds is stated after charging/(crediting):

Fees payable for the audit of the charity's financial statements	3,635	5,029
Depreciation of owned tangible fixed assets	14,738	16,499
	<u>18,373</u>	<u>21,528</u>

7 Trustees

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

8 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Employees	<u>56</u>	<u>55</u>

Employment costs

	2025 £	2024 £
Wages and salaries	1,025,908	937,281
Social security costs	82,099	65,014
Other pension costs	24,967	23,155
	<u>1,132,974</u>	<u>1,025,450</u>

The total employee benefits of the key management personnel of the charity were £220,691 (2024: £62,704).

There were no employees whose annual remuneration was more than £60,000.

9 Taxation

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

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 April 2024	468,511	94,977	563,488
Additions	-	168	168
At 31 March 2025	468,511	95,145	563,656
Depreciation and impairment			
At 1 April 2024	28,030	73,599	101,629
Depreciation charged in the year	9,370	5,368	14,738
At 31 March 2025	37,400	78,967	116,367
Carrying amount			
At 31 March 2025	431,111	16,178	447,289
At 31 March 2024	440,481	21,377	461,858

11 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	143,156	28,204
Other debtors	1,793	13,251
	144,949	41,455

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Notes		
Other taxation and social security	18,356	18,342
Deferred income	65,309	115,038
Trade creditors	6,056	2,123
Other creditors	6,914	1,231
Accruals	4,875	3,690
	101,510	140,424

Deferred income represents contract income received in advance of the related service being provided.

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	24,967	23,155

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

14 Restricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Geordie Mums	-	29,298	(24,191)	-	5,107
Spectrum Enterprises CIC	-	10,945	(10,945)	-	-
Your Voice Counts	-	60,539	-	-	60,539
Mind Body Planet	-	108,411	(58,715)	-	49,696
Glendale Terrace	-	-	200	(200)	-
	-	209,193	(93,651)	(200)	115,342
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Geordie Mums	40	1,778	(3,508)	1,690	-
Speaking Up Groups	29,582	4,195	(36,926)	3,149	-
Pottery	977	-	-	(977)	-
Parents Forum	-	11,325	(14,724)	3,399	-
Spectrum Enterprises CIC	-	2,500	(2,500)	-	-
	30,599	19,798	(57,658)	7,261	-

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Restricted funds

(Continued)

Purpose of restricted funds

Geordie Mums: Funds to support the activities of a group of mothers who have a learning disability.

Glendale Terrace: Funds to maintain the head office.

Mind Body Planet: Funds to enable disabled people and their families to lead rich and independent lives.

Parents Forum: Funds to ensure services in the local area meet the needs of disable children and their families.

Pottery: Funds to empowering disable people and their families through pottery.

Speaking Up Groups: Funds to support the activities of groups speaking up for people with a learning disability.

Spectrum Enterprises CIC: Funds to create or sustain paid employment opportunities for neuro-divergent people, in line with current employment legislation.

Your Voice Counts: Funds to support accredited travel training for adults with learning disabilities.

15 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
General funds	903,368	1,508,075	(1,436,462)	200	975,181
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
General funds	844,038	1,336,919	(1,270,328)	(7,261)	903,368

16 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	447,289	-	447,289
Current assets/(liabilities)	527,892	115,342	643,234
	975,181	115,342	1,090,523

SKILLS FOR PEOPLE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	461,858	-	461,858
Current assets/(liabilities)	441,510	-	441,510
	<u>903,368</u>	<u>-</u>	<u>903,368</u>

17 Related party transactions

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

18 Cash generated from/(absorbed by) operations

	2025 £	2024 £
Surplus for the year	187,154	28,731
Adjustments for:		
Investment income recognised in statement of financial activities	(10,158)	-
Depreciation and impairment of tangible fixed assets	14,738	16,499
Movements in working capital:		
(Increase)/decrease in debtors	(103,494)	635,511
Increase/(decrease) in creditors	10,815	(7,612)
(Decrease) in deferred income	(49,729)	(713,942)
Cash generated from/(absorbed by) operations	<u>49,326</u>	<u>(40,813)</u>

19 Analysis of changes in net funds

The charity had no material debt during the year.