

JOB CHANGE

England & Wales · Charity number 1080729

Details

Status	Registered
Legal form	Charitable company
Company number	02322852
Registered	2000-05-16
Register	View on the Charity Commission register

Contact

Address Job Change
10 Red Lion Street
Wolverhampton
West Midlands
WV1 4HL

Phone 01902 714224

Email info@jobchange2007.com

Activities

Objects: TO ADVANCE THE EDUCATION OF THE INHABITANTS OF WOLVERHAMPTON IN PARTICULAR BUT NOT EXCLUSIVELY THOSE WHO ARE UNEMPLOYED BY THE PROVISION OF EDUCATION ADVICE , COUNSELLING TRAINING AND RETRAINING IN ORDER TO ASSIST THEM IN OBTAINING SUCH SKILLS AS WILL FIT THEM FOR EMPLOYMENT

Activities: Assisting people (principally the unemployed) into employment

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment
- **Who:** People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** WOLVERHAMPTON
- Dudley
- Walsall
- Wolverhampton

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£171,640	£158,923	-	-
2023-12-31	£260,319	£244,623	-	-
2022-12-31	£658,521	£374,190	£299,900	5
2021-12-31	£351,203	£446,472	-	-
2020-12-31	£400,961	£415,884	-	-

Trustees

Name	Role	Appointed
BARRY ROBERT NICHOLLS		
Bernet Elizabeth Tulloch-Williams		2013-12-17
Christian Sayer		2018-06-01
OWEN DAVID BROWN		
Shirley Mary Rhoades		2024-03-08

JOB CHANGE

England & Wales - Charity number 1080729

Accounts

Job Change

Charity No. 1080729

Company No. 02322852

Trustees' Report and Unaudited Accounts

31 December 2024

**Job Change
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Job Change
Trustees Annual Report

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the unaudited financial statements of the charity for the year ended 31 December 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Company No. 02322852

Charity No. 1080729

Registered Office

10 Red Lion Street
Wolverhampton
WV1 4HL

Directors and Trustees

The Directors of the charitable company are its Trustees for the purposes of charity law. The following Directors and Trustees served during the year:

O.D. Brown
B.R. Nicholls
S.M. Rhoades
C. Sayer
B. Tulloch-Williams

Accountants

HiCloud Accounting Limited
Unit 7
Wheatcroft Business Park
Landmere Lane
Nottingham
NG12 4DG

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

The above report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime as set out in Part 15 of the Companies Act 2006 and in accordance with the Charities SORP (FRS 102).

Signed on behalf of the board



B. Tulloch-Williams
31/10/2025

Job Change
Trustees Annual Report

Trustee

31 October 2025

Job Change
Statement of Financial Activities
for the year ended 31 December 2024

	Notes	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:				
Donations and legacies	4	-	-	30,000
Charitable activities	5	171,640	171,640	227,747
Investments	6	-	-	1,972
Other	7	-	-	600
Total		171,640	171,640	260,319
Expenditure on:				
Charitable activities	8	-	-	166,300
Other	9	160,368	160,368	78,323
Total		160,368	160,368	244,623
Net gains on investments		-	-	-
Net income	10	11,272	11,272	15,696
Transfers between funds		-	-	-
Net income before other gains/(losses)		11,272	11,272	15,696
Other gains and losses				
Other Gains		1,445	1,445	-
Net movement in funds		12,717	12,717	15,696
Reconciliation of funds:				
Total funds brought forward		315,596	315,596	299,900
Total funds carried forward		328,313	328,313	315,596

Job Change
Summary Income and Expenditure Account
for the year ended 31 December 2024

	2024	2023
	£	£
Income	171,640	258,347
Interest and investment income	-	1,972
Gross income for the year	<u>171,640</u>	<u>260,319</u>
Expenditure	159,791	242,893
Interest payable	-	767
Depreciation and charges for impairment of fixed assets	577	963
Total expenditure for the year	<u>160,368</u>	<u>244,623</u>
Net income before tax for the year	11,272	15,696
Net income for the year	<u><u>11,272</u></u>	<u><u>15,696</u></u>

**Job Change
Balance Sheet**

at 31 December 2024

Company No.	02322852	Notes	2024	2023
			£	£
Fixed assets				
Tangible assets		13	2,310	2,887
			<u>2,310</u>	<u>2,887</u>
Current assets				
Debtors		14	329,615	174,580
Cash at bank and in hand			19,134	141,351
			<u>348,749</u>	<u>315,931</u>
Creditors: Amount falling due within one year		15	(22,746)	(3,222)
			<u>326,003</u>	<u>312,709</u>
Net current assets			326,003	312,709
Total assets less current liabilities			<u>328,313</u>	<u>315,596</u>
Net assets excluding pension asset or liability			<u>328,313</u>	<u>315,596</u>
Total net assets			<u><u>328,313</u></u>	<u><u>315,596</u></u>
The funds of the charity				
Restricted funds		16		
Unrestricted funds		16		
General funds			328,313	315,596
			<u>328,313</u>	<u>315,596</u>
Reserves		16		
Total funds			<u><u>328,313</u></u>	<u><u>315,596</u></u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

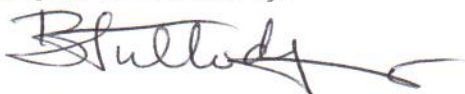
For the year ended 31 December 2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

Approved by the board on 31 October 2025

And signed on its behalf by:



B. Tulloch-Williams

Trustee

31 October 2025

Job Change
Statement of Cash flows
for the year ended 31 December 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income per Statement of Financial Activities	12,717	15,696
Adjustments for:		
Depreciation of property, plant and equipment	577	963
Increase in trade and other receivables	(155,035)	(174,580)
Increase in trade and other payables	19,520	3,222
Net cash used in operating activities	<u>(122,221)</u>	<u>(157,271)</u>
Net cash from investing activities	<u>-</u>	<u>1,574</u>
Net cash from financing activities	<u>-</u>	<u>-</u>
Net decrease in cash and cash equivalents	(122,221)	(155,697)
Cash and cash equivalents at the beginning of the year	141,351	-
Cash and cash equivalents at the end of the year	<u>19,130</u>	<u>(155,697)</u>
Components of cash and cash equivalents		
Cash and bank balances	19,134	141,351
Bank overdrafts	(4)	-
	<u>19,130</u>	<u>141,351</u>

Job Change

Notes to the Accounts

for the year ended 31 December 2024

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change in basis of accounting or to previous accounts

There has been no change to the accounting policies (valuation rules and method of accounting) since last year and no changes have been made to accounts for previous years.

Fund accounting

Unrestricted funds	These are available for use at the discretion of the trustees in furtherance of the general objects of the charity.
Designated funds	These are unrestricted funds earmarked by the trustees for particular purposes.
Revaluation funds	These are unrestricted funds which include a revaluation reserve representing the restatement of investment assets at their market values.
Restricted funds	These are available for use subject to restrictions imposed by the donor or through terms of an appeal.

Income

Recognition of income	Income is included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to, and virtually certain to receive, the income and the amount of the income can be measured with sufficient reliability.
Income with related expenditure	Where income has related expenditure the income and related expenditure is reported gross in the SoFA.
Donations and legacies	Voluntary income received by way of grants, donations and gifts is included in the the SoFA when receivable and only when the Charity has unconditional entitlement to the income.
Tax reclaims on donations and gifts	Income from tax reclaims is included in the SoFA at the same time as the gift/donation to which it relates.
Donated services and facilities	These are only included in income (with an equivalent amount in expenditure) where the benefit to the Charity is reasonably quantifiable, measurable and material.
Volunteer help	The value of any volunteer help received is not included in the accounts.
Investment income	This is included in the accounts when receivable.
Gains/(losses) on revaluation of fixed assets	This includes any gain or loss resulting from revaluing investments to market value at the end of the year.
Gains/(losses) on investment assets	This includes any gain or loss on the sale of investments.

Job Change

Notes to the Accounts

Expenditure

Recognition of expenditure	Expenditure is recognised on an accruals basis. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
Expenditure on raising funds	These comprise the costs associated with attracting voluntary income, fundraising trading costs and investment management costs.
Expenditure on charitable activities	These comprise the costs incurred by the Charity in the delivery of its activities and services in the furtherance of its objects, including the making of grants and governance costs.
Grants payable	All grant expenditure is accounted for on an actual paid basis plus an accrual for grants that have been approved by the trustees at the end of the year but not yet paid.
Governance costs	These include those costs associated with meeting the constitutional and statutory requirements of the Charity, including any audit/independent examination fees, costs linked to the strategic management of the Charity, together with a share of other administration costs.
Other expenditure	These are support costs not allocated to a particular activity.

Taxation

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

Freehold investment property

Investment properties are measured initially at cost and subsequently at fair value at each balance sheet date and are not depreciated. All gains or losses are taken to the Statement of Financial Activities as they arise.

Stocks

Stock is included at the lower of cost or net realisable value. Donated items of stock are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open market.

Trade and other debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and on hand, demand deposits with banks and other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. In the statement of financial position, bank overdrafts are shown within borrowings or current liabilities. In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the company's cash management.

Trade and other creditors

Short term creditors are measured at the transaction price. Other creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Job Change

Notes to the Accounts

Research and development

Expenditure on research and development is written off in the year in which it is incurred.

Foreign currencies

Monetary assets and liabilities denominated in currencies other than the functional currency of the charity are translated at the rates of exchange prevailing at the end of the reporting period.

Transactions in currencies other than the functional currency of the charity are recorded at the rate of exchange on the date that the transaction occurred.

All exchange differences are taken into account in arriving at net income/expenditure.

Leased assets

Where the charity enters into a lease which entails taking substantially all the risks and rewards of ownership of an asset, the lease is treated as a finance lease.

Leases which do not transfer substantially all the risks and rewards of ownership to charity are classified as operating leases.

Assets held under finance leases are initially recognised as assets of the charity at their fair value at the inception of the lease or, if lower, at the present value of the minimum lease payments. The corresponding liability to the lessor is included in the balance sheet date as a finance lease obligation. Lease payments are apportioned between finance expenses and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance expenses are recognised immediately, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the charity's policy on borrowing costs.

Assets held under finance leases are depreciated in the same way as owned assets.

Operating lease payments are recognised as an expense on a straight-line basis over the lease term.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis.

Pension costs

The charity operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payments obligations. The contributions are recognised as expenses when they fall due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Receipt of donated goods, facilities and services

All donated goods, facilities and services received are recognised within incoming resources and expenditure at an estimate of the value to the charity.

2 Company status

The company is a private company limited by guarantee and consequently does not have share capital.

3 Statement of Financial Activities - prior year

	Unrestricted funds 2023 £	Total funds 2023 £
Income and endowments from:		
Donations and legacies	30,000	30,000
Charitable activities	227,747	227,747
Investments	1,972	1,972
Other	600	600
Total	<u>260,319</u>	<u>260,319</u>
Expenditure on:		
Charitable activities	166,300	166,300
Other	78,323	78,323
Total	<u>244,623</u>	<u>244,623</u>
Net income	<u>15,696</u>	<u>15,696</u>
Net income before other gains/(losses)	15,696	15,696
Other gains and losses:		
Net movement in funds	<u>15,696</u>	<u>15,696</u>
Reconciliation of funds:		
Total funds brought forward	299,900	299,900
Total funds carried forward	<u>315,596</u>	<u>315,596</u>

4 Income from donations and legacies

	Total 2024 £	Total 2023 £
	-	30,000
	<u>-</u>	<u>30,000</u>

5 Income from charitable activities

	Unrestricted £	Total 2024 £	Total 2023 £
	171,640	171,640	227,747
	<u>171,640</u>	<u>171,640</u>	<u>227,747</u>

Job Change
Notes to the Accounts

6 Income from investments

Total	Total
2024	2023
£	£
-	1,972
<u>-</u>	<u>1,972</u>

7 Other income

Total	Total
2024	2023
£	£
-	600
<u>-</u>	<u>600</u>

8 Expenditure on charitable activities

Total	Total
2024	2023
£	£
<i>Expenditure on charitable activities</i>	67,860
<i>Governance costs</i>	98,440
<u>-</u>	<u>166,300</u>

9 Other expenditure

	Unrestricted	Total	Total
	£	2024	2023
	£	£	£
	109,484	109,484	-
Other interest payable	-	-	767
Employee costs	33,859	33,859	65,073
Premises costs	9,085	9,085	7,803
Amortisation, depreciation, impairment, profit/loss on disposal of fixed assets	577	577	963
General administrative costs	3,153	3,153	(851)
Legal and professional costs	4,210	4,210	4,568
	<u>160,368</u>	<u>160,368</u>	<u>78,323</u>

10 Net income before transfers

	2024	2023
	£	£
This is stated after charging:		
Depreciation of owned fixed assets	577	963

Job Change
Notes to the Accounts

11 Trustee remuneration and expenses

	2024	2023
	Number	Number
	£	£
Total employee benefits received by trustees	5	-

12 Staff costs

	2024	2023
Salaries and wages	33,859	46,111
	<u>33,859</u>	<u>46,111</u>

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

13 Tangible fixed assets

	£	£
Cost or revaluation		
At 1 January 2024	12,243	12,243
At 31 December 2024	<u>12,243</u>	<u>12,243</u>
Depreciation and impairment		
At 1 January 2024	9,356	9,356
Depreciation charge for the year	577	577
At 31 December 2024	<u>9,933</u>	<u>9,933</u>
Net book values		
At 31 December 2024	<u>2,310</u>	<u>2,310</u>
At 31 December 2023	<u>2,887</u>	<u>2,887</u>

14 Debtors

	2024	2023
	£	£
Trade debtors	49,040	45,553
Other debtors	275,199	123,503
Prepayments and accrued income	5,376	5,524
	<u>329,615</u>	<u>174,580</u>

15 Creditors:

amounts falling due within one year

	2024	2023
	£	£
Bank loans and overdrafts	4	-
Trade creditors	16,916	98
Other creditors	-	64
Accruals	5,826	3,060
	<u>22,746</u>	<u>3,222</u>

16 Movement in funds

	At 1 January 2024	Incoming resources (including other gains/losses) £	Resources expended £	At 31 December 2024 £
Restricted funds:				
Unrestricted funds:				
General funds	315,596	173,085	(160,368)	328,313
Total funds	<u>315,596</u>	<u>173,085</u>	<u>(160,368)</u>	<u>328,313</u>

17 Analysis of net assets between funds

	Unrestricted funds £	Total £
Fixed assets	2,310	2,310
Net current assets	326,003	326,003
	<u>328,313</u>	<u>328,313</u>

18 Reconciliation of net debt

	At 1 January 2024 £	Cash flows £	At 31 December 2024 £
Cash and cash equivalents	141,351	(122,217)	19,134
	<u>141,351</u>	<u>(122,217)</u>	<u>19,134</u>
Net debt	<u>141,351</u>	<u>(122,217)</u>	<u>19,134</u>

19 Related party disclosures

Controlling party

The company is limited by guarantee and has no share capital; thus no single party controls the company.

Job Change
Detailed Statement of Financial Activities
for the year ended 31 December 2024

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income and endowments from:			
Donations and legacies	-	-	30,000
	-	-	30,000
Charitable activities	171,640	171,640	227,747
	171,640	171,640	227,747
Investments	-	-	1,972
	-	-	1,972
Other	-	-	600
	-	-	600
Total income and endowments	171,640	171,640	260,319
Expenditure on:			
Charitable activities	-	-	67,860
	-	-	98,440
	-	-	166,300
Total of expenditure on charitable activities	-	-	166,300
Other expenditure	109,484	109,484	-
Other interest payable	-	-	767
	109,484	109,484	767
Employee costs			
Salaries/wages	33,859	33,859	46,111
Staff training	-	-	18,962
	33,859	33,859	65,073
Premises costs			
Rent	5,750	5,750	-
Rates	494	494	-
Premises insurances	2,841	2,841	-
Other premises costs	-	-	7,803
	9,085	9,085	7,803
General administrative costs, including depreciation and amortisation			
Depreciation of	577	577	963

Job Change**Detailed Statement of Financial Activities**

Bad debts	-	-	(4,063)
Bank charges	774	774	-
Software, IT support and related costs	108	108	-
Subscriptions	70	70	-
Sundry expenses	-	-	3,212
Telephone, fax and broadband	2,201	2,201	-
	<u>3,730</u>	<u>3,730</u>	<u>112</u>
Legal and professional costs			
Audit/Independent examination fees	-	-	3,330
Accountancy and bookkeeping	4,210	4,210	-
Consultancy fees	-	-	1,238
	<u>4,210</u>	<u>4,210</u>	<u>4,568</u>
Total of expenditure of other costs	<u>160,368</u>	<u>160,368</u>	<u>78,323</u>
Total expenditure	<u>160,368</u>	<u>160,368</u>	<u>244,623</u>
Net gains on investments	-	-	-
	<u>11,272</u>	<u>11,272</u>	<u>15,696</u>
Net income			
	<u>11,272</u>	<u>11,272</u>	<u>15,696</u>
Net income before other gains/(losses)			
Other Gains	1,445	1,445	-
	<u>12,717</u>	<u>12,717</u>	<u>15,696</u>
Net movement in funds			
	<u>12,717</u>	<u>12,717</u>	<u>15,696</u>
Reconciliation of funds:			
Total funds brought forward	315,596	315,596	299,900
Total funds carried forward	<u>328,313</u>	<u>328,313</u>	<u>315,596</u>

JOB CHANGE

England & Wales - Charity number 1080729

Accounts

REGISTERED COMPANY NUMBER: 02322852 (England and Wales)
REGISTERED CHARITY NUMBER: 1080729

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2023
for
Job Change

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

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Job Change

Report of the Trustees for the Year Ended 31 December 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 December 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal activity of the company throughout the year and the objects for which the company is established is to provide high quality job search resources, guidance, advice and training for all unemployed and low paid men and women.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Job Change was registered with Companies House and the Charity Commission on 29th November 1988. The company is limited by guarantee, not having a share capital.

The charity's Governing Document is the Memorandum and Articles of Association incorporated 29th November 1988 as amended by special resolution on 10th December 1996 and 4th December 1998 together with certificate of incorporation on change of name dated 2nd January 1997.

The directors of the company are also the trustees for the purpose of charity law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02322852 (England and Wales)

Registered Charity number

1080729

Registered office

10 Red Lion Street
Wolverhampton
West Midlands
WV1 4HL

Trustees

Owen D Brown
Barry R Nicholls
Kanti C Patel (resigned 19.4.24)
Bernet Tulloch-Williams
Christian Sayer

Independent Examiner

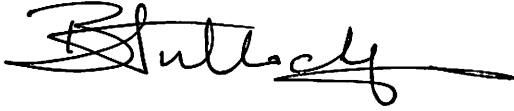
C Dalton FCA
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

**Report of the Trustees
for the Year Ended 31 December 2023**

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 26 September 2024 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'B. Tulloch-Williams', with a long horizontal flourish extending to the right.

Bernet Tulloch-Williams - Trustee

**Independent Examiner's Report to the Trustees of
Job Change**

Independent examiner's report to the trustees of Job Change ('the Company')

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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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.



C Dalton FCA
The Institute of Chartered Accountants in England and Wales

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

26 September 2024

Job Change

Statement of Financial Activities for the Year Ended 31 December 2023

	Notes	31.12.23 Unrestricted fund £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		30,000	124,000
Charitable activities			
Principal activity		227,747	528,308
Investment income	2	1,972	5,613
Other income		600	600
Total		<u>260,319</u>	<u>658,521</u>
EXPENDITURE ON			
Charitable activities			
Principal activity		236,053	357,956
Other		8,570	16,234
Total		<u>244,623</u>	<u>374,190</u>
NET INCOME		15,696	284,331
RECONCILIATION OF FUNDS			
Total funds brought forward		299,900	15,569
TOTAL FUNDS CARRIED FORWARD		<u><u>315,596</u></u>	<u><u>299,900</u></u>

The notes form part of these financial statements

Job Change

Balance Sheet 31 December 2023

		31.12.23 Unrestricted fund £	31.12.22 Total funds £
FIXED ASSETS	Notes		
Tangible assets	7	2,887	2,852
CURRENT ASSETS			
Debtors	8	174,580	29,078
Cash at bank		141,351	280,142
		<u>315,931</u>	<u>309,220</u>
CREDITORS			
Amounts falling due within one year	9	(3,222)	(12,172)
		<u>312,709</u>	<u>297,048</u>
NET CURRENT ASSETS			
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>315,596</u>	<u>299,900</u>
NET ASSETS		<u>315,596</u>	<u>299,900</u>
FUNDS	10		
Unrestricted funds:			
General fund		315,596	299,900
TOTAL FUNDS		<u>315,596</u>	<u>299,900</u>

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

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 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.

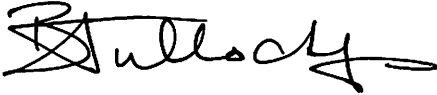
The notes form part of these financial statements

Job Change

**Balance Sheet - continued
31 December 2023**

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 26 September 2024 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Bernet Tulloch-Williams', with a long horizontal flourish extending to the right.

Bernet Tulloch-Williams - Trustee

The notes form part of these financial statements

Job Change

Notes to the Financial Statements for the Year Ended 31 December 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	- 25% on reducing balance
Computer equipment	- 25% on reducing balance

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.

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.

Job Change

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

2. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Rents received	-	5,610
Deposit account interest	1,972	3
	<u>1,972</u>	<u>5,613</u>

3. NET INCOME/(EXPENDITURE)

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

	31.12.23	31.12.22
	£	£
Independent examiners fee	3,330	3,060
Depreciation - owned assets	963	951
	<u>4,293</u>	<u>4,011</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

5. STAFF COSTS

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

	31.12.23	31.12.22
Trustees	5	5
	<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 £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	124,000
Charitable activities	
Principal activity	528,308
Investment income	5,613
Other income	600
Total	<u>658,521</u>

Job Change

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £
EXPENDITURE ON Charitable activities	
Principal activity	357,956
Other	16,234
Total	<u>374,190</u>
NET INCOME	284,331
RECONCILIATION OF FUNDS	
Total funds brought forward	15,569
TOTAL FUNDS CARRIED FORWARD	<u><u>299,900</u></u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2023	2,105	9,140	11,245
Additions	-	998	998
At 31 December 2023	<u>2,105</u>	<u>10,138</u>	<u>12,243</u>
DEPRECIATION			
At 1 January 2023	1,661	6,732	8,393
Charge for year	111	852	963
At 31 December 2023	<u>1,772</u>	<u>7,584</u>	<u>9,356</u>
NET BOOK VALUE			
At 31 December 2023	<u>333</u>	<u>2,554</u>	<u>2,887</u>
At 31 December 2022	<u>444</u>	<u>2,408</u>	<u>2,852</u>

Job Change

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

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.23	31.12.22	
	£	£	
Trade debtors	45,553	6,260	
Amounts owed by participating interests	123,503	17,495	
Prepayments and accrued income	5,524	5,323	
	<u>174,580</u>	<u>29,078</u>	
	<u><u>174,580</u></u>	<u><u>29,078</u></u>	
9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.23	31.12.22	
	£	£	
Trade creditors	98	9,072	
Other creditors	64	42	
Accrued expenses	3,060	3,058	
	<u>3,222</u>	<u>12,172</u>	
	<u><u>3,222</u></u>	<u><u>12,172</u></u>	
10. MOVEMENT IN FUNDS			
	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	299,900	15,696	315,596
	<u>299,900</u>	<u>15,696</u>	<u>315,596</u>
TOTAL FUNDS	<u><u>299,900</u></u>	<u><u>15,696</u></u>	<u><u>315,596</u></u>
Net movement in funds, included in the above are as follows:			
	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	260,319	(244,623)	15,696
	<u>260,319</u>	<u>(244,623)</u>	<u>15,696</u>
TOTAL FUNDS	<u><u>260,319</u></u>	<u><u>(244,623)</u></u>	<u><u>15,696</u></u>

Job Change

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

10. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	15,569	284,331	299,900
TOTAL FUNDS	<u>15,569</u>	<u>284,331</u>	<u>299,900</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	658,521	(374,190)	284,331
TOTAL FUNDS	<u>658,521</u>	<u>(374,190)</u>	<u>284,331</u>

11. RELATED PARTY DISCLOSURES

The directors and trustees of Job Change are also directors of Job Change 2007 (West Midlands) CIC, companies that are incorporated in the United Kingdom.

Included within debtors, amounts falling due within one year, is an amount of £123,503 (£17,495 : 2022) due to the company from Job Change 2007 (West Midlands) CIC.

The company has recharged costs and overheads during the year as follows:

To Job Change 2007 (West Midlands) CIC £600 (£600 : 2022) for payroll administration. Job Change has been recharged £46,111 (£93,028 : 2022) wage costs from Job Change 2007 (West Midlands) CIC.

12. ULTIMATE CONTROLLING PARTY

The charitable company is controlled by the trustees (who are also the directors of Job Change for the purposes of company law), who are also members of the charitable company.

Job Change

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

13. MEMBERS GUARANTEE

Job Change is a company limited by guarantee.

In the event of a winding up or dissolution of the company, members' liability under the Memorandum of Association is limited to £1 each and liability continues for one year after cessation of membership.

Job Change

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

	31.12.23 Unrestricted funds £	31.12.22 Total funds £
INCOME AND ENDOWMENTS		
Donations and legacies		
Job Change 2007 CIC	30,000	124,000
Investment income		
Rents received	-	5,610
Deposit account interest	1,972	3
	1,972	5,613
Charitable activities		
SSU Project	3,905	1,427
Wolverhampton County Council	120,294	267,352
Good Things Foundation	-	13,060
Adult Education Centre	81,759	44,000
Wolverhampton Voluntary Council	-	22,630
Skills Connect	21,789	67,403
Sandwell MBC	-	16,536
Walsall County Council	-	16,678
Dudley County Council	-	5,124
Kickstart Scheme	-	74,098
	227,747	528,308
Other income		
Management charges	600	600
Total incoming resources	260,319	658,521
EXPENDITURE		
Charitable activities		
Wages and salaries	46,111	93,028
Training course costs	18,962	33,890
Office and administration	3,177	5,598
Sundries	35	533
Consultancy and professional	1,238	8,100
Client expenses	67,860	64,116
Advertising and promotional	98,440	148,680
Bad debts	(4,063)	-
Depreciation of tangible fixed assets	963	951
	232,723	354,896

This page does not form part of the statutory financial statements

Job Change

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

	31.12.23 Unrestricted funds £	31.12.22 Total funds £
Charitable activities		
Other		
Premises expenditure	7,803	15,344
Bank interest	767	890
	<u>8,570</u>	<u>16,234</u>
Support costs		
Governance costs		
Independent examiners fee	3,330	3,060
	<u>244,623</u>	<u>374,190</u>
Total resources expended		
Net income	<u>15,696</u>	<u>284,331</u>

This page does not form part of the statutory financial statements

JOB CHANGE

England & Wales - Charity number 1080729

Accounts

REGISTERED COMPANY NUMBER: 02322852 (England and Wales)
REGISTERED CHARITY NUMBER: 1080729

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2022
for
Job Change

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

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

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Report of the Trustees	1 to 2
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Balance Sheet	5
Cash Flow Statement	6
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Notes to the Financial Statements	8 to 13
Detailed Statement of Financial Activities	14 to 15

Job Change

Report of the Trustees for the Year Ended 31 December 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 December 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal activity of the company throughout the year and the objects for which the company is established is to provide high quality job search resources, guidance, advice and training for all unemployed and low paid men and women.

STRATEGIC REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Job Change was registered with Companies House and the Charity Commission on 29th November 1988. The company is limited by guarantee, not having a share capital.

The charity's Governing Document is the Memorandum and Articles of Association incorporated 29th November 1988 as amended by special resolution on 10th December 1996 and 4th December 1998 together with certificate of incorporation on change of name dated 2nd January 1997.

The directors of the company are also the trustees for the purpose of charity law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
02322852 (England and Wales)

Registered Charity number
1080729

Registered office
10 Red Lion Street
Wolverhampton
West Midlands
WV1 4HL

Trustees
Owen D Brown
Barry R Nicholls
Kanti C Patel
Bernet Tulloch-Williams
Christian Sayer

Independent Examiner
C Dalton FCA
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

Report of the Trustees for the Year Ended 31 December 2022

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees (who are also the directors of Job Change for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 27 September 2023 and signed on the board's behalf by:



Kanti C Patel - Trustee

**Independent Examiner's Report to the Trustees of
Job Change**

Independent examiner's report to the trustees of Job Change ('the Company')

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

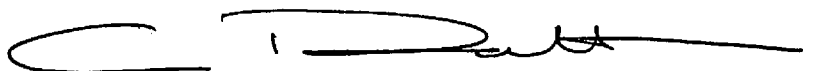
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

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.



C Dalton FCA
The Institute of Chartered Accountants in England and Wales

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 27/9/2023

Job Change

**Statement of Financial Activities
for the Year Ended 31 December 2022**

	Notes	31.12.22 Unrestricted fund £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2	124,000	241,940
Charitable activities			
Principal activity	4	528,308	108,663
Investment income	3	5,613	-
Other income		600	600
Total		<u>658,521</u>	<u>351,203</u>
 EXPENDITURE ON			
Charitable activities			
Principal activity	5	357,956	416,435
Other		16,234	30,037
Total		<u>374,190</u>	<u>446,472</u>
 NET INCOME/(EXPENDITURE)		 284,331	 (95,269)
 RECONCILIATION OF FUNDS			
Total funds brought forward		15,569	110,838
 TOTAL FUNDS CARRIED FORWARD		 <u>299,900</u>	 <u>15,569</u>

The notes form part of these financial statements

Job Change

Balance Sheet 31 December 2022

	Notes	31.12.22 Unrestricted fund £	31.12.21 Total funds £
FIXED ASSETS			
Tangible assets	11	2,852	3,803
CURRENT ASSETS			
Debtors	12	29,078	9,099
Cash at bank and in hand		280,142	7,931
		<u>309,220</u>	<u>17,030</u>
CREDITORS			
Amounts falling due within one year	13	(12,172)	(5,264)
		<u>297,048</u>	<u>11,766</u>
NET CURRENT ASSETS			
		<u>299,900</u>	<u>15,569</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>299,900</u>	<u>15,569</u>
NET ASSETS		<u>299,900</u>	<u>15,569</u>
FUNDS	14		
Unrestricted funds:			
General fund		299,900	15,569
TOTAL FUNDS		<u>299,900</u>	<u>15,569</u>

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

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 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.

The financial statements were approved by the Board of Trustees and authorised for issue on 27 September 2023 and were signed on its behalf by:



Bernet Tulloch-Williams - Trustee

The notes form part of these financial statements

Job Change

Cash Flow Statement for the Year Ended 31 December 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	273,098	(6,222)
Interest paid		(890)	(932)
Net cash provided by/(used in) operating activities		<u>272,208</u>	<u>(7,154)</u>
Cash flows from investing activities			
Interest received		<u>3</u>	<u>-</u>
Net cash provided by investing activities		<u>3</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		<u>7,931</u>	<u>15,085</u>
Cash and cash equivalents at the end of the reporting period		<u><u>280,142</u></u>	<u><u>7,931</u></u>

The notes form part of these financial statements

Job Change

Notes to the Cash Flow Statement for the Year Ended 31 December 2022

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.22	31.12.21
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	284,331	(95,269)
Adjustments for:		
Depreciation charges	951	1,268
Interest received	(3)	-
Interest paid	890	932
(Increase)/decrease in debtors	(19,979)	93,759
Increase/(decrease) in creditors	6,908	(6,912)
Net cash provided by/(used in) operations	273,098	(6,222)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank and in hand	7,931	272,211	280,142
	<u>7,931</u>	<u>272,211</u>	<u>280,142</u>
Total	7,931	272,211	280,142

Job Change

Notes to the Financial Statements for the Year Ended 31 December 2022

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	- 25% on reducing balance
Computer equipment	- 25% on reducing balance

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.

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.

Job Change

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

2.	DONATIONS AND LEGACIES	31.12.22	31.12.21
		£	£
	Job Change 2007 CIC	<u>124,000</u>	<u>241,940</u>
3.	INVESTMENT INCOME	31.12.22	31.12.21
		£	£
	Rents received	5,610	-
	Deposit account interest	3	-
		<u>5,613</u>	<u>-</u>
4.	INCOME FROM CHARITABLE ACTIVITIES	31.12.22	31.12.21
		£	£
	SSU Project	1,427	2,751
	Wolverhampton County Council	267,352	-
	Good Things Foundation	13,060	22,510
	Adult Education Centre	44,000	12,000
	Wolverhampton Voluntary Council	22,630	7,500
	Skills Connect	67,403	-
	Sandwell MBC	16,536	-
	Walsall County Council	16,678	-
	Dudley County Council	5,124	-
	Kickstart Scheme	74,098	32,134
	Fiscal Project	-	9,513
	Champions project	-	21,743
	Walsall Virtual School	-	512
		<u>528,308</u>	<u>108,663</u>
5.	CHARITABLE ACTIVITIES COSTS		
		Direct	Support
		Costs	costs (see
		£	note 6)
	Principal activity	<u>354,896</u>	<u>3,060</u>
			Totals
			£
			<u>357,956</u>

Job Change

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

6. SUPPORT COSTS

		Governance costs £ <u>3,060</u>
Principal activity		

7. NET INCOME/(EXPENDITURE)

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

	31.12.22	31.12.21
	£	£
Independent examiners fee	3,060	2,934
Depreciation - owned assets	<u>951</u>	<u>1,268</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

9. STAFF COSTS

	31.12.22	31.12.21
Wages and salaries	<u>93,028</u>	<u>56,113</u>

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

	31.12.22	31.12.21
Trustees	<u>5</u>	<u>5</u>

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	241,940
Charitable activities	
Principal activity	108,663
Other income	<u>600</u>
Total	<u>351,203</u>

EXPENDITURE ON

Job Change

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

10.	COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted fund £		
	Charitable activities			
	Principal activity	416,435		
	Other	30,037		
	Total	<u>446,472</u>		
	NET INCOME/(EXPENDITURE)	(95,269)		
	RECONCILIATION OF FUNDS			
	Total funds brought forward	110,838		
	TOTAL FUNDS CARRIED FORWARD	<u><u>15,569</u></u>		
11.	TANGIBLE FIXED ASSETS			
		Fixtures and fittings £	Computer equipment £	Totals £
	COST			
	At 1 January 2022 and 31 December 2022	<u>2,105</u>	<u>9,140</u>	<u>11,245</u>
	DEPRECIATION			
	At 1 January 2022	1,513	5,929	7,442
	Charge for year	<u>148</u>	<u>803</u>	<u>951</u>
	At 31 December 2022	<u>1,661</u>	<u>6,732</u>	<u>8,393</u>
	NET BOOK VALUE			
	At 31 December 2022	<u>444</u>	<u>2,408</u>	<u>2,852</u>
	At 31 December 2021	<u>592</u>	<u>3,211</u>	<u>3,803</u>
12.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		31.12.22		31.12.21
		£		£
	Trade debtors	6,260		3,750
	Amounts owed by participating interests	17,495		-
	Other debtors	-		3,392
	Prepayments and accrued income	5,323		1,957
		<u>29,078</u>		<u>9,099</u>

Job Change

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

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21
	£	£
Trade creditors	9,072	2,564
Other creditors	42	18
Accrued expenses	3,058	2,682
	<u>12,172</u>	<u>5,264</u>

14. MOVEMENT IN FUNDS

	At 1.1.22	Net movement in funds	At 31.12.22
	£	£	£
Unrestricted funds			
General fund	15,569	284,331	299,900
	<u>15,569</u>	<u>284,331</u>	<u>299,900</u>
TOTAL FUNDS	<u>15,569</u>	<u>284,331</u>	<u>299,900</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	658,521	(374,190)	284,331
	<u>658,521</u>	<u>(374,190)</u>	<u>284,331</u>
TOTAL FUNDS	<u>658,521</u>	<u>(374,190)</u>	<u>284,331</u>

Comparatives for movement in funds

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	110,838	(95,269)	15,569
	<u>110,838</u>	<u>(95,269)</u>	<u>15,569</u>
TOTAL FUNDS	<u>110,838</u>	<u>(95,269)</u>	<u>15,569</u>

Job Change

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

14. 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	351,203	(446,472)	(95,269)
TOTAL FUNDS	<u>351,203</u>	<u>(446,472)</u>	<u>(95,269)</u>

15. RELATED PARTY DISCLOSURES

The directors and trustees of Job Change are also directors of Job Change 2007 (West Midlands) CIC, companies that are incorporated in the United Kingdom.

Included within debtors, amounts falling due within one year, is an amount of £17,495 (£NIL : 2021) due to the company from Job Change 2007 (West Midlands) CIC.

The company has recharged costs and overheads during the year as follows:

To Job Change 2007 (West Midlands) CIC £600 (£600 : 2021) for payroll administration. Job Change has been recharged £93,028 (£56,113 : 2021) wage costs from Job Change 2007 (West Midlands) CIC.

16. ULTIMATE CONTROLLING PARTY

The charitable company is controlled by the trustees (who are also the directors of Job Change for the purposes of company law), who are also members of the charitable company.

17. MEMBERS GUARANTEE

Job Change is a company limited by guarantee.

In the event of a winding up or dissolution of the company, members' liability under the Memorandum of Association is limited to £1 each and liability continues for one year after cessation of membership.

Job Change

Detailed Statement of Financial Activities for the Year Ended 31 December 2022

	31.12.22 Unrestricted funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS		
Donations and legacies		
Job Change 2007 CIC	124,000	241,940
Investment income		
Rents received	5,610	-
Deposit account interest	3	-
	5,613	-
Charitable activities		
SSU Project	1,427	2,751
Wolverhampton County Council	267,352	-
Good Things Foundation	13,060	22,510
Adult Education Centre	44,000	12,000
Wolverhampton Voluntary Council	22,630	7,500
Skills Connect	67,403	-
Sandwell MBC	16,536	-
Walsall County Council	16,678	-
Dudley County Council	5,124	-
Kickstart Scheme	74,098	32,134
Fiscal Project	-	9,513
Champions project	-	21,743
Walsall Virtual School	-	512
	528,308	108,663
Other income		
Management charges	600	600
	658,521	351,203
Total incoming resources		
	658,521	351,203
EXPENDITURE		
Charitable activities		
Wages and salaries	93,028	56,113
Training course costs	33,890	126,247
Staff travel	-	5
Office and administration	5,598	3,935
Sundries	533	813
Computer and internet	-	1,765
Consultancy and professional	8,100	6,820
Client expenses	64,116	121,753
Advertising and promotional	148,680	94,782
Depreciation of tangible fixed assets	951	1,268
	354,896	413,501

This page does not form part of the statutory financial statements

Job Change

Detailed Statement of Financial Activities for the Year Ended 31 December 2022

	31.12.22 Unrestricted funds £	31.12.21 Total funds £
Charitable activities		
Other		
Premises expenditure	15,344	29,105
Bank interest	890	932
	<u>16,234</u>	<u>30,037</u>
Support costs		
Governance costs		
Independent examiners fee	3,060	2,934
Total resources expended	<u>374,190</u>	<u>446,472</u>
Net income	<u>284,331</u>	<u>(95,269)</u>

This page does not form part of the statutory financial statements

JOB CHANGE

England & Wales - Charity number 1080729

Accounts

REGISTERED COMPANY NUMBER: 02322852 (England and Wales)
REGISTERED CHARITY NUMBER: 1080729

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2021
for
Job Change

Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

Contents of the Financial Statements for the Year Ended 31 December 2021

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Independent Examiner's Report	3
Statement of Financial Activities	4
Balance Sheet	5 to 6
Notes to the Financial Statements	7 to 12
Detailed Statement of Financial Activities	13

Job Change

Report of the Trustees for the Year Ended 31 December 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 December 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal activity of the company throughout the year and the objects for which the company is established is to provide high quality job search resources, guidance, advice and training for all unemployed and low paid men and women.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Job Change was registered with Companies House and the Charity Commission on 29th November 1988. The company is limited by guarantee, not having a share capital.

The charity's Governing Document is the Memorandum and Articles of Association incorporated 29th November 1988 as amended by special resolution on 10th December 1996 and 4th December 1998 together with certificate of incorporation on change of name dated 2nd January 1997.

The directors of the company are also the trustees for the purpose of charity law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02322852 (England and Wales)

Registered Charity number

1080729

Registered office

10 Red Lion Street
Wolverhampton
West Midlands
WV1 4HL

Trustees

Owen D Brown
Barry R Nicholls
Kanti C Patel
Bernet Tulloch-Williams
Christian Sayer

Independent Examiner

C Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

**Report of the Trustees
for the Year Ended 31 December 2021**

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 29/9/2022 and signed on its behalf by:



.....

Kanti C Patel - Trustee

**Independent Examiner's Report to the Trustees of
Job Change**

Independent examiner's report to the trustees of Job Change ('the Company')

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

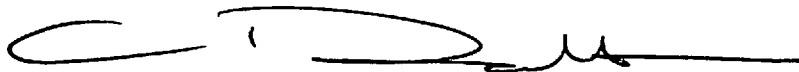
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

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

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.



C Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 29/9/2022

Job Change

Statement of Financial Activities for the Year Ended 31 December 2021

	Notes	31.12.21 Unrestricted fund £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		241,940	68,000
Charitable activities			
Principal activity		108,663	331,431
Other income		600	1,530
Total		351,203	400,961
EXPENDITURE ON			
Charitable activities			
Principal activity		416,435	390,297
Other		30,037	25,587
Total		446,472	415,884
NET INCOME/(EXPENDITURE)		(95,269)	(14,923)
RECONCILIATION OF FUNDS			
Total funds brought forward		110,838	125,761
TOTAL FUNDS CARRIED FORWARD		15,569	110,838

The notes form part of these financial statements

Job Change
Balance Sheet
31 December 2021

	Notes	31.12.21 Unrestricted fund £	31.12.20 Total funds £
FIXED ASSETS			
Tangible assets	6	3,803	5,071
CURRENT ASSETS			
Debtors	7	9,099	102,858
Cash at bank and in hand		7,931	15,085
		<u>17,030</u>	<u>117,943</u>
CREDITORS			
Amounts falling due within one year	8	(5,264)	(12,176)
		<u>11,766</u>	<u>105,767</u>
NET CURRENT ASSETS			
		<u>11,766</u>	<u>105,767</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>15,569</u>	<u>110,838</u>
NET ASSETS			
		<u>15,569</u>	<u>110,838</u>
FUNDS			
Unrestricted funds:	9		
General fund		15,569	110,838
		<u>15,569</u>	<u>110,838</u>
TOTAL FUNDS			
		<u>15,569</u>	<u>110,838</u>

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

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

The trustees acknowledge their responsibilities for

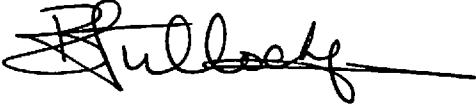
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its 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.

Job Change

**Balance Sheet - continued
31 December 2021**

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 29/9/2022 and were signed on its behalf by:



.....
Bernet Tulloch-Williams - Trustee

**Notes to the Financial Statements
for the Year Ended 31 December 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	- 25% on reducing balance
Computer equipment	- 25% on reducing balance

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.

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.

Job Change

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

2. NET INCOME/(EXPENDITURE)

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

	31.12.21	31.12.20
	£	£
Independent examiners fee	2,934	2,556
Depreciation - owned assets	<u>1,268</u>	<u>1,691</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

4. STAFF COSTS

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

	31.12.21	31.12.20
Trustees	<u>5</u>	<u>5</u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	68,000
Charitable activities	
Principal activity	331,431
Other income	<u>1,530</u>
Total	<u>400,961</u>
EXPENDITURE ON	
Charitable activities	
Principal activity	390,297
Other	<u>25,587</u>
Total	<u>415,884</u>
NET INCOME/(EXPENDITURE)	(14,923)

Job Change

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

RECONCILIATION OF FUNDS

Total funds brought forward 125,761

TOTAL FUNDS CARRIED FORWARD 110,838

6. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2021 and 31 December 2021	<u>2,105</u>	<u>9,140</u>	<u>11,245</u>
DEPRECIATION			
At 1 January 2021	1,316	4,858	6,174
Charge for year	<u>197</u>	<u>1,071</u>	<u>1,268</u>
At 31 December 2021	<u>1,513</u>	<u>5,929</u>	<u>7,442</u>
NET BOOK VALUE			
At 31 December 2021	<u>592</u>	<u>3,211</u>	<u>3,803</u>
At 31 December 2020	<u>789</u>	<u>4,282</u>	<u>5,071</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Trade debtors	3,750	-
Amounts owed by participating interests	-	98,713
Other debtors	3,392	2,381
Prepayments and accrued income	<u>1,957</u>	<u>1,764</u>
	<u>9,099</u>	<u>102,858</u>

Job Change

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

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Trade creditors	2,564	7,064
Other creditors	18	-
Accrued expenses	2,682	5,112
	<u>5,264</u>	<u>12,176</u>

9. MOVEMENT IN FUNDS

	At 1.1.21	Net movement in funds	At 31.12.21
	£	£	£
Unrestricted funds			
General fund	110,838	(95,269)	15,569
	<u>110,838</u>	<u>(95,269)</u>	<u>15,569</u>
TOTAL FUNDS	<u>110,838</u>	<u>(95,269)</u>	<u>15,569</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	351,203	(446,472)	(95,269)
	<u>351,203</u>	<u>(446,472)</u>	<u>(95,269)</u>
TOTAL FUNDS	<u>351,203</u>	<u>(446,472)</u>	<u>(95,269)</u>

Comparatives for movement in funds

	At 1.1.20	Net movement in funds	At 31.12.20
	£	£	£
Unrestricted funds			
General fund	125,761	(14,923)	110,838
	<u>125,761</u>	<u>(14,923)</u>	<u>110,838</u>
TOTAL FUNDS	<u>125,761</u>	<u>(14,923)</u>	<u>110,838</u>

Job Change

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

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	400,961	(415,884)	(14,923)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>400,961</u>	<u>(415,884)</u>	<u>(14,923)</u>

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

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	125,761	(110,192)	15,569
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>125,761</u>	<u>(110,192)</u>	<u>15,569</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	752,164	(862,356)	(110,192)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>752,164</u>	<u>(862,356)</u>	<u>(110,192)</u>

10. RELATED PARTY DISCLOSURES

The directors and trustees of Job Change are also directors of Job Change 2007 (West Midlands) CIC, companies that are incorporated in the United Kingdom.

Included within debtors, amounts falling due within one year, is an amount of £Nil (£98,713 : 2020) due to the company from Job Change 2007 (West Midlands) CIC.

The company has recharged costs and overheads during the year as follows:

To Job Change 2007 (West Midlands) CIC £600 (£1,530 : 2020) for payroll administration. Job Change has been recharged £56,113 (£71,561 : 2020) wage costs from Job Change 2007 (West Midlands) CIC.

Job Change

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

11. ULTIMATE CONTROLLING PARTY

The charitable company is controlled by the trustees (who are also the directors of Job Change for the purposes of company law), who are also members of the charitable company.

12. MEMBERS GUARANTEE

Job Change is a company limited by guarantee.

In the event of a winding up or dissolution of the company, members' liability under the Memorandum of Association is limited to £1 each and liability continues for one year after cessation of membership.

Job Change

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

	31.12.21 Unrestricted funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS		
Donations and legacies		
Job Change 2007 CIC	241,940	68,000
Charitable activities		
Wolverhampton City Council	108,663	311,431
Government grants	-	20,000
	108,663	331,431
Other income		
Management charges	600	1,530
Total incoming resources	351,203	400,961
EXPENDITURE		
Charitable activities		
Wages and salaries	56,113	71,561
Training course costs	126,247	113,534
Staff travel	5	549
Office and administration	3,935	2,289
Bad debts	-	6,550
Sundries	813	646
Computer and internet	1,765	2,158
Consultancy and professional	6,820	-
Client expenses	121,753	141,155
Advertising and promotional	94,782	47,608
Depreciation of tangible fixed assets	1,268	1,691
	413,501	387,741
Other		
Premises expenditure	29,105	24,638
Bank interest	932	949
	30,037	25,587
Support costs		
Governance costs		
Independent examiners fee	2,934	2,556
Total resources expended	446,472	415,884
Net income	(95,269)	(14,923)

This page does not form part of the statutory financial statements

JOB CHANGE

England & Wales - Charity number 1080729

Accounts

REGISTERED COMPANY NUMBER: 02322852 (England and Wales)
REGISTERED CHARITY NUMBER: 1080729

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2020
for
Job Change**

**Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ**

Job Change

Contents of the Financial Statements for the Year Ended 31 December 2020

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Job Change

Report of the Trustees for the Year Ended 31 December 2020

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 December 2020. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The principal activity of the company throughout the year and the objects for which the company is established is to provide high quality job search resources, guidance, advice and training for all unemployed and low paid men and women.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Job Change was registered with Companies House and the Charity Commission on 29th November 1988. The company is limited by guarantee, not having a share capital.

The charity's Governing Document is the Memorandum and Articles of Association incorporated 29th November 1988 as amended by special resolution on 10th December 1996 and 4th December 1998 together with certificate of incorporation on change of name dated 2nd January 1997.

The directors of the company are also the trustees for the purpose of charity law.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02322852 (England and Wales)

Registered Charity number

1080729

Registered office

10 Red Lion Street
Wolverhampton
West Midlands
WV1 4HL

Trustees

Owen D Brown
Barry R Nicholls
Kanti C Patel
Bernet Tulloch-Williams
Christian Sayer

Independent Examiner

C Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Job Change

**Report of the Trustees
for the Year Ended 31 December 2020**

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 27/10/2021 and signed on its behalf by:



Kanti C Patel - Trustee

**Independent Examiner's Report to the Trustees of
Job Change**

Independent examiner's report to the trustees of Job Change ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2020.

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

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

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

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.



C Dalton FCA
Institute of Chartered Accountants in England and Wales
Dalton Pardoe Limited
Chartered Accountants
794 High Street
Kingswinford
West Midlands
DY6 8BQ

Date: 27/10/2021

Job Change

**Statement of Financial Activities
for the Year Ended 31 December 2020**

	Notes	31.12.20 Unrestricted fund £	31.12.19 Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies		68,000	112,550
Charitable activities			
Principal activity		331,431	198,085
Other income		1,530	1,500
Total		400,961	312,135
EXPENDITURE ON			
Charitable activities			
Principal activity		390,297	258,312
Other		25,587	17,028
Total		415,884	275,340
NET INCOME/(EXPENDITURE)		(14,923)	36,795
RECONCILIATION OF FUNDS			
Total funds brought forward		125,761	88,966
TOTAL FUNDS CARRIED FORWARD		110,838	125,761

The notes form part of these financial statements

Job Change

**Balance Sheet
31 December 2020**

		31.12.20	31.12.19
		Unrestricted	Total
		fund	funds
	Notes	£	£
FIXED ASSETS			
Tangible assets	6	5,071	6,762
CURRENT ASSETS			
Debtors	7	102,858	115,252
Cash at bank and in hand		15,085	10,921
		<u>117,943</u>	<u>126,173</u>
CREDITORS			
Amounts falling due within one year	8	(12,176)	(7,174)
		<u>105,767</u>	<u>118,999</u>
NET CURRENT ASSETS			
		<u>110,838</u>	<u>125,761</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>110,838</u>	<u>125,761</u>
NET ASSETS		<u>110,838</u>	<u>125,761</u>
FUNDS	9		
Unrestricted funds:			
General fund		110,838	125,761
TOTAL FUNDS		<u>110,838</u>	<u>125,761</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 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.

Job Change

Balance Sheet - continued
31 December 2020

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 27/10/2021 and were signed on its behalf by:


.....
Bernet Tulloch-Williams - Trustee

Job Change

Notes to the Financial Statements for the Year Ended 31 December 2020

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	- 25% on reducing balance
Computer equipment	- 25% on reducing balance

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.

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.

Job Change

Notes to the Financial Statements - continued for the Year Ended 31 December 2020

2. NET INCOME/(EXPENDITURE)

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

	31.12.20	31.12.19
	£	£
Independent examiners fee	2,556	3,660
Depreciation - owned assets	1,691	2,254
	<u> </u>	<u> </u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2020 nor for the year ended 31 December 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

4. STAFF COSTS

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

	31.12.20	31.12.19
Trustees	5	5
	<u> </u>	<u> </u>

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	112,550
Charitable activities	
Principal activity	198,085
Other income	1,500
Total	<u>312,135</u>
EXPENDITURE ON	
Charitable activities	
Principal activity	258,312
Other	17,028
Total	<u>275,340</u>
NET INCOME	<u>36,795</u>

Job Change

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2020**

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

RECONCILIATION OF FUNDS

Total funds brought forward 88,966

TOTAL FUNDS CARRIED FORWARD 125,761

6. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2020 and 31 December 2020	<u>2,105</u>	<u>9,140</u>	<u>11,245</u>
DEPRECIATION			
At 1 January 2020	1,053	3,430	4,483
Charge for year	263	1,428	1,691
At 31 December 2020	<u>1,316</u>	<u>4,858</u>	<u>6,174</u>
NET BOOK VALUE			
At 31 December 2020	<u>789</u>	<u>4,282</u>	<u>5,071</u>
At 31 December 2019	<u>1,052</u>	<u>5,710</u>	<u>6,762</u>

7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20	31.12.19
	£	£
Trade debtors	-	6,643
Amounts owed by participating interests	98,713	107,359
Other debtors	2,381	-
Prepayments and accrued income	1,764	1,250
	<u>102,858</u>	<u>115,252</u>

Job Change

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2020**

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20	31.12.19
	£	£
Trade creditors	7,064	3,815
Accrued expenses	5,112	3,359
	12,176	7,174
	12,176	7,174

9. MOVEMENT IN FUNDS

	At 1.1.20	Net movement in funds	At 31.12.20
	£	£	£
Unrestricted funds			
General fund	125,761	(14,923)	110,838
	125,761	(14,923)	110,838
TOTAL FUNDS	125,761	(14,923)	110,838

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	400,961	(415,884)	(14,923)
	400,961	(415,884)	(14,923)
TOTAL FUNDS	400,961	(415,884)	(14,923)

Comparatives for movement in funds

	At 1.1.19	Net movement in funds	At 31.12.19
	£	£	£
Unrestricted funds			
General fund	88,966	36,795	125,761
	88,966	36,795	125,761
TOTAL FUNDS	88,966	36,795	125,761

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	312,135	(275,340)	36,795
	312,135	(275,340)	36,795
TOTAL FUNDS	312,135	(275,340)	36,795

Job Change

Notes to the Financial Statements - continued for the Year Ended 31 December 2020

9. MOVEMENT IN FUNDS - continued

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

	At 1.1.19 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	88,966	21,872	110,838
TOTAL FUNDS	<u>88,966</u>	<u>21,872</u>	<u>110,838</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	713,096	(691,224)	21,872
TOTAL FUNDS	<u>713,096</u>	<u>(691,224)</u>	<u>21,872</u>

10. RELATED PARTY DISCLOSURES

The directors and trustees of Job Change are also directors of Job Change 2007 (West Midlands) CIC, companies that are incorporated in the United Kingdom.

Included within debtors, amounts falling due within one year, is an amount of £98,713 (£107,359: 2019) due to the company from Job Change 2007 (West Midlands) CIC.

The company has recharged costs and overheads during the year as follows:

To Job Change 2007 (West Midlands) CIC £1,530 (£1,500 : 2019) for payroll administration. Job Change has been recharged £71,560 wage costs from Job Change 2007 (West Midlands) CIC in the year under review.

11. ULTIMATE CONTROLLING PARTY

The charitable company is controlled by the trustees (who are also the directors of Job Change for the purposes of company law), who are also members of the charitable company.

Job Change

Notes to the Financial Statements - continued for the Year Ended 31 December 2020

12. MEMBERS GUARANTEE

Job Change is a company limited by guarantee.

In the event of a winding up or dissolution of the company, members' liability under the Memorandum of Association is limited to £1 each and liability continues for one year after cessation of membership.

Job Change

Detailed Statement of Financial Activities for the Year Ended 31 December 2020

	31.12.20 Unrestricted funds £	31.12.19 Total funds £
INCOME AND ENDOWMENTS		
Donations and legacies		
Job Change 2007 CIC	68,000	112,550
Charitable activities		
Wolverhampton City Council	311,431	198,085
Government grants	20,000	-
	331,431	198,085
Other income		
Management charges	1,530	1,500
Total incoming resources	400,961	312,135
EXPENDITURE		
Charitable activities		
Wages and salaries	71,561	-
Training course costs	113,534	66,763
Staff travel	549	-
Office and administration	2,289	8,494
Bad debts	6,550	-
Sundries	646	691
Computer and internet	2,158	13,282
Consultancy and professional	-	2,264
Client expenses	141,155	136,040
Advertising and promotional	47,608	24,864
Depreciation of tangible fixed assets	1,691	2,254
	387,741	254,652
Other		
Premises expenditure	24,638	16,256
Bank interest	949	772
	25,587	17,028
Support costs		
Governance costs		
Independent examiners fee	2,556	3,660
Total resources expended	415,884	275,340
Net income	(14,923)	36,795

This page does not form part of the statutory financial statements