

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

	Page
Report of the Trustees	1 to 2
Independent Examiner's Report	3
Statement of Financial Activities	4
Balance Sheet	5
Cash Flow Statement	6
Notes to the Cash Flow Statement	7
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.

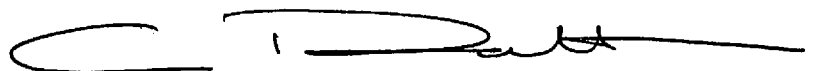
Independent examiner's statement

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

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

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)
NET CURRENT ASSETS		<u>297,048</u>	<u>11,766</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

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

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		<u>272,211</u>	<u>(7,154)</u>
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	<u>273,098</u>	<u>(6,222)</u>

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	<u>7,931</u>	<u>272,211</u>	<u>280,142</u>

The notes form part of these financial statements

**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
	Activity	£	£
SSU Project	Principal activity	1,427	2,751
Wolverhampton County Council	Principal activity	267,352	-
Good Things Foundation	Principal activity	13,060	22,510
Adult Education Centre	Principal activity	44,000	12,000
Wolverhampton Voluntary Council	Principal activity	22,630	7,500
Skills Connect	Principal activity	67,403	-
Sandwell MBC	Principal activity	16,536	-
Walsall County Council	Principal activity	16,678	-
Dudley County Council	Principal activity	5,124	-
Kickstart Scheme	Principal activity	74,098	32,134
Fiscal Project	Principal activity	-	9,513
Champions project	Principal activity	-	21,743
Walsall Virtual School	Principal activity	-	512
		<u>528,308</u>	<u>108,663</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Principal activity	<u>354,896</u>	<u>3,060</u>	<u>357,956</u>

Job Change

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

6. SUPPORT COSTS

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

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	<u>1,513</u>	<u>5,929</u>	<u>7,442</u>
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><u>444</u></u>	<u><u>2,408</u></u>	<u><u>2,852</u></u>
At 31 December 2021	<u><u>592</u></u>	<u><u>3,211</u></u>	<u><u>3,803</u></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><u>29,078</u></u>	<u><u>9,099</u></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
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
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
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	-
	<hr/> 5,613	<hr/> -
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
	<hr/> 528,308	<hr/> 108,663
Other income		
Management charges	600	600
	<hr/> 600	<hr/> 600
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
	<hr/> 354,896	<hr/> 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
	<u>374,190</u>	<u>446,472</u>
Total resources expended		
	<u>284,331</u>	<u>(95,269)</u>
Net income		

This page does not form part of the statutory financial statements