

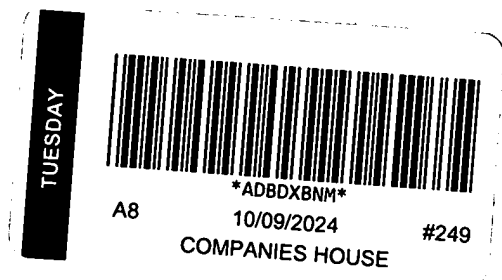
Company Number - 05128833  
Charity Number - 1104230

**CHANGE AGENTS UK CHARITY  
(A COMPANY LIMITED BY GUARANTEE)  
AND ITS SUBSIDIARY UNDERTAKINGS**

**Financial Statements  
for the year ended 31 March 2024**



**Change Agents UK**



# **CHANGE AGENTS UK CHARITY**

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**for the year ended 31 March 2024**

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**CHANGE AGENTS UK CHARITY**  
**Legal and administrative information**  
**for the year ended 31 March 2024**

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<b>Directors and Trustees</b>	Sheri-Leigh Miles	Chair appointed 5 December 2023
	Trevor Gibson	Vice-Chair (retired as Chair - 5 December 2023)
	Dr Ian Paton	
	Dr Emma Fieldhouse	(retired as Vice-chair - 5 December 2023)
	Professor (Emeritus) Mark Lemon	
	Charlotte Dixon	
	Charlotte Bonner	
	Catherine (Katy) Boom	
	Dr Lorena Pasquini	
	Eleanor Snare	
	Dr Shujhat Khan	(Resigned 5 December 2023)
<b>Chief Executive</b>	Alexandra (Lexie) Jones	
<b>Registered office</b>	Oakham Railway Station Station Approach Oakham Rutland LE15 6QT	
<b>Company registration number</b>	05128833	
<b>Charity registration number</b>	1104230	
<b>Independent Examiner</b>	Ken Maggs Hoekman Way Spalding Lincs PE11 3HE	
<b>Bankers</b>	The Cooperative Bank plc Stockport Business Direct PO Box 250 Skelmersdale WN8 6WT  CCLA Investment Management Funds COIF Charity Funds 80 Cheapside London EC2V 6DZ	

**CHANGE AGENTS UK CHARITY**  
**Legal and administrative information (Continued)**  
**for the year ended 31 March 2024**

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**Solicitors**

Travers Smith LLP  
10 Snow Hill  
London  
EC1A 2AL

**Insurance brokers**

PIB Insurance Brokers (Gloucester CaSE-L)  
aQmen Underwriting Services  
Southgate House  
Southgate Street  
Gloucester  
GL1 1UB

# **CHANGE AGENTS UK CHARITY**

## **Report of the trustees**

**for the year ended 31 March 2024**

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The Board of Trustees of Change Agents UK Charity, who are also directors of the charity for the purposes of the Companies Act, are pleased to present their annual report for the year ended 31 March 2024 under the Charities Act 2011, together with the independently examined accounts for the year. The Board of Trustees confirm that the latter comply with the requirements of the Act, the Trust Deed and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities".

## **REFERENCE AND ADMINISTRATIVE INFORMATION**

The organisation is a charitable company, registered under charity number 1104230 limited by guarantee, incorporated and registered as a charity on 14 May 2004. The charity was established under a Memorandum of Association, which established its object and powers. Change Agents UK Charity Trustees, executive officers and principal addresses of the Charity are as listed on page 1. Particulars of the Charity's professional advisers are given on pages 1 to 2.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Change Agents UK Charity is governed under its Articles of Association. In the event of the charity being wound up members are required to contribute an amount not exceeding £1.

### **Governing Bodies**

The Charity is governed by the Board of Trustees detailed on page 1.

### **Appointment**

The Directors of the charity are also Trustees for the purposes of charity law and under the Charity's Articles are known as members of the Board of Trustees. Under the requirements of the Memorandum and Articles of Association, a third of the members of the Board of Trustees are required to retire at the annual general meeting. Members required to retire may stand for re-election.

### **Recruitment of Trustees**

Analysis carried out each year identifies certain skills that would be required for the Board in future. A sustained effort has been made to recruit trustees with these skills and experience to improve the quality and effectiveness of the board.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

### **Organisational Management**

Day-to-day management of the Charity, its subsidiary undertakings and the staff team is overseen by the Chief Executive.

### **Group Structure and Relationships**

The Charity has a wholly-owned trading subsidiary, Change Agents UK Trading Ltd, the sole purpose of which is to undertake sustainability-related projects that generate funds for the Charity and support the delivery of our charitable objectives. The subsidiary mainly functions as a sustainability recruitment and employment business. Work undertaken in the trading subsidiary directly supports the Charity's objectives in terms of raising public awareness on sustainable development through the provision of recruitment, training and work placements for projects that deliver sustainable change. The organisation holds Corporate Membership of the Recruitment & Employment Confederation (REC). Staff costs are expensed within the Charity with a cross-charge to the trading subsidiary to reflect work undertaken on its behalf. Profits generated in the trading subsidiary are gift-aided to the Charity under a Deed of Covenant, to support its work in education for sustainability and employability.

# **CHANGE AGENTS UK CHARITY**

## **Report of the trustees (continued)**

**for the year ended 31 March 2024**

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### **Group Structure and Relationships (continued)**

Change Agents UK Charity supports young people, education, employability and communities partly through networking and partnerships with organisations in the public, private and third sectors working in the field of sustainability. The Charity also benefits from an "alumni" network whose close support we greatly appreciate and acknowledge.

### **Risk Management**

The Trustees have considered the major risks faced by the Charity. Risks are managed and minimised by monthly reporting and action and by reviewing policies periodically. The Group Risk Register is maintained and reviewed at Board Meetings. The Board has formally adopted the Charity Governance Code as a mechanism to underpin its compliance with legal and regulatory responsibilities.

### **Volunteers**

Our volunteers fall into several categories. There are our Board of Trustees, who take responsibility for corporate governance and the strategic management of the charity. Professor Stephen Martin, our President and Co-Founder, works hard on behalf of the Charity and regularly lends it the benefit of his considerable knowledge, skill and support. Then there are our other experienced volunteers, who contribute their skill and time to our charitable endeavours, particularly in training and development. Change Agents UK Charity gratefully acknowledges the contribution of our volunteers and thanks them for all of their hard work. All our volunteers give their time freely and receive no financial benefit from the Charity.

## **CHANGE AGENTS UK: OUR MISSION AND IMPACT**

### **Charitable Objects**

Our charitable objectives are "to advance the education of the public in sustainable development by the provision of exhibitions, meetings, lectures, classes, seminars and courses either alone or with others, and to promote and undertake research for the public benefit in sustainable development and to disseminate the useful results of such research". To us, sustainable development means a way of learning, living and working that integrates environmental protection and management with both social and economic development, in a way that does not compromise the ability of other people, now or in the future, to meet their own needs. We support the delivery of the Sustainable Development Goals and we work towards the realisation of a low-carbon economy and a secure, resilient and fair future for all.

### **Strategy**

To work towards our strategic vision of a secure, resilient, and fair future for all and deliver our charitable objectives, we undertake the following activities:

1. We recruit, train and support people to begin and maintain impactful careers in sustainability, decarbonisation and Net Zero and in socially valuable or community-focused roles.
2. We provide interactive education programmes designed to raise awareness and understanding of sustainability and Net Zero, to provide people with the skills needed for a greener future and to drive forward action by individuals and organisations.
3. We provide project support for environmental, social and community projects.

# CHANGE AGENTS UK CHARITY

## Report of the trustees (continued)

for the year ended 31 March 2024

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### Objectives for the year

Our objectives for the year were:

1. Achieve at least 20% growth of impact by educating and supporting more people through our programmes.
2. Launch and deliver Carbon Literacy for Change Agents, accredited by the Carbon Literacy Project.
3. Continue to support the recruitment of Change Agents into meaningful work in sustainability and Net Zero, considering new sectors.
4. Continue to provide excellence to our clients, partners, service users and beneficiaries.
5. Maintain a robust and healthy financial position to ensure the Charity can continue its important work.
6. Ensure diversity and inclusion in all forms are at the heart of everything we do and work to ensure that we expand accessibility and outreach in our work.
7. Demonstrate that we “walk the walk” with our IIE accreditation and ongoing commitment to sustainability in our own operations.
8. Alongside our work with many national and international organisations, we also ensure that we provide support for local community projects in Rutland and the East Midlands, where Change Agents UK is headquartered.

### 2023/24: A Year of Impact

#### Highlights of the year

##### Sustainability Education & Green Skills

- Delivering sustainability training courses and skills workshops to **more than 1,100 people**, a 28% increase on the previous year.
- Developing our own accredited **Carbon Literacy for Change Agents** course and training 60 people.
- Launching our **Skills Bootcamp in Sustainability & Environmental Management** with partner organisation PECT funded by the Department for Education (DfE).
- Supporting the **DfE's Climate Ambassadors** Programme.
- Launching our new specialist **sustainability course for Human Resources** professionals.
- Running our first **Climate Fresk** and **Biodiversity Collage** workshops.

##### Sustainability Recruitment

- Moving into **recruitment of senior positions** such as Head of Marketing, Sustainability Managers and Education Relationship Managers.
- A rise in sustainability communications roles - 'Head of Marketing' with Nattergal, 'Marketing Manager' with Knepp and 'Communications Manager' with EAUC.
- **Diversifying into the broader green careers** space with recruitment of four senior rewilding roles.

##### Enabling Access

- **Widening the reach and impact** of our courses by introducing our Sustainability Leadership Skills Programme (SLSP) Access Scheme.
- Delivering **free-to-access workshops** at conferences and online as part of Green Careers Week, World Environment Day and LearningAtWorkWeek amongst others.

## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

## 2023/24: A Year of Impact (Continued)

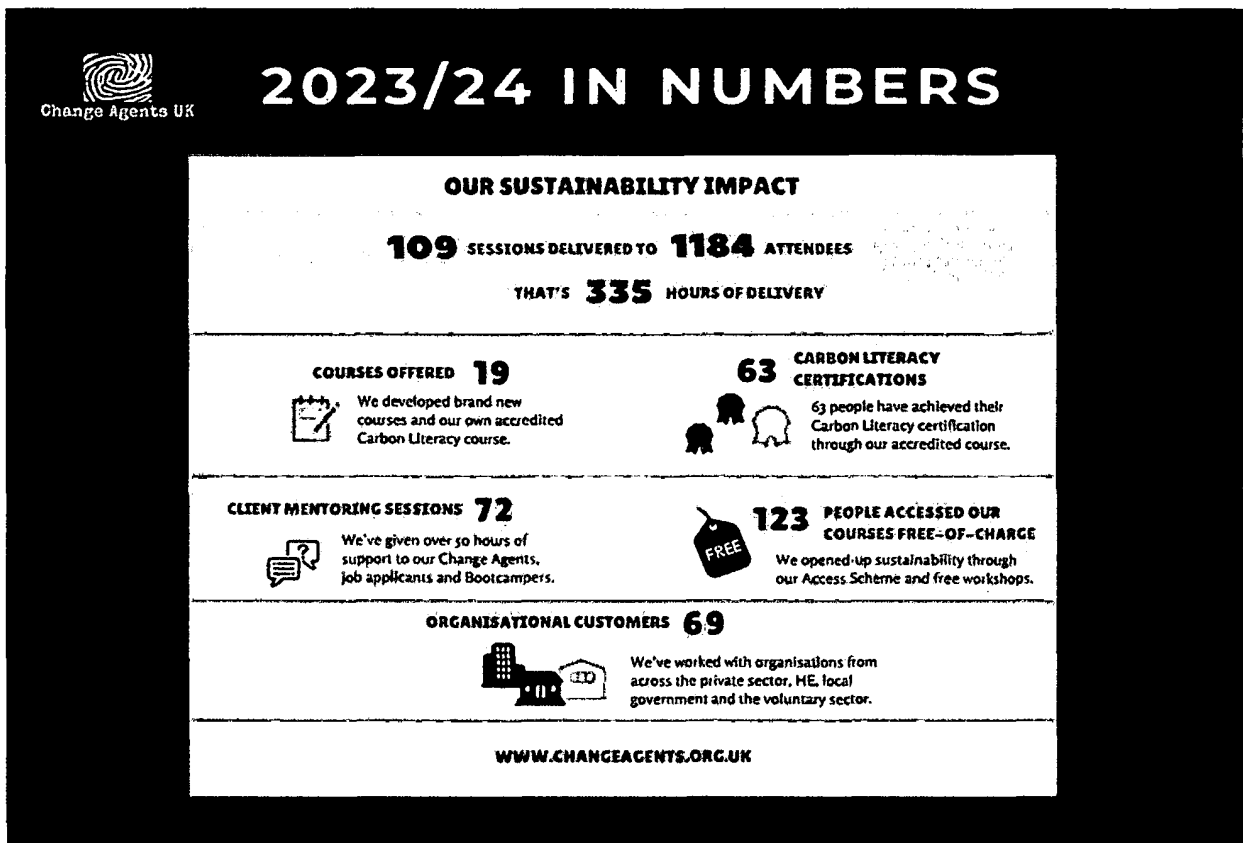
### Voluntary and Community Sector

- Researching and writing a new Voluntary and Community Sector Strategy for Rutland.
- Developing climate action plans with community groups in Derbyshire.
- Raising donations to supply the Community Fridge with new eco-friendly cleaning and hygiene products.

### Our Own Green Credentials

- Achieving and maintaining **Silver Accreditation for our Investors in the Environment (iiE)** Environmental Audit; aiming for 'Green' level accreditation by mid-2024.

### The Year in Numbers



## Education Programmes & Workshops

During this year, we've expanded our education programmes to introduce new sustainability topics, become providers of popular external courses, and share our unique expertise. We've delivered 41% more courses than in the prior year to more than 1100 learners. We have increased the number of accessible public courses that we run and responded more to business and societal needs.



## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

## 2023/24: A Year of Impact (Continued)

### Key impact measures

In 2023/24, delivery of our education programmes has grown by all measures year-on-year.

**The number of sessions delivered grew by 41% to exceed 100 over the year.**

- 71% increase in Sustainability Leadership Skills workshops provided.
- More than twice as many green careers training courses, including our Green Careers & Future of Work and student-focused Sustainable Futures.
- This year we launched our own accredited Carbon Literacy for Change Agents which has certified over 60 learners.
- We've started delivery of new courses including Climate Essentials, Sustainability & Net Zero for HR, as well as training to facilitate the popular Climate Fresk and Biodiversity Collage workshops.

**The total number of participants is up by 28% overall.**

2023/24 has seen a 72% increase in participants from businesses and a huge 261% increase in members of the public attending our courses.

### Continuing what works

We've continued to roll out our flagship 10-part Sustainability Leadership Skills Programme to university staff and students, to people starting out in green careers and with various teams in organisations. We've delivered **71% more sessions** than the previous year, including new sessions in 'Climate Anxiety & Resilience' and 'Sustainability Leadership'. This includes weekly sessions to 'Change Agents' as well as bespoke delivery to staff and students at Universities in Leicester and the Open University.

We've delivered more of our careers-focused workshops including our student-focused **Sustainable Futures** workshop and **Green Careers training** to employability teams in further and higher education. We delivered over twice as many of these workshops as the previous year.

Our education clients this year have included:



### Expanding our collection

We continued to develop and deliver bespoke training, including for careers weeks and "sustainability fortnights" at universities, college CPD days and to local business members in East Anglia. From one-hour to full-day sessions, they have received positive feedback for their values-focused approach, interactivity and professionalism.

# CHANGE AGENTS UK CHARITY

## Report of the trustees (continued)

for the year ended 31 March 2024

### 2023/24: A Year of Impact (Continued)

#### Expanding our collection (continued)

Our team are highly experienced delivering Carbon Literacy training to the Higher Education sector, which we continued throughout this year. We were also proud to receive accreditation of our own **Carbon Literacy for Change Agents** course in June 2023, through which more than 60 learners became Carbon Literate; this included change agents at more than 30 different organisations, as well as those who joined us on funded 'access' places offered to career transitioners and those on low-incomes. All of those who gave feedback said they would recommend us and the course to others.

This year, we acknowledged the fantastic and unique skills that the CAUK team have across HR, recruitment and impactful education. We distilled this expertise into our brand-new Sustainability & Net Zero for HR and have delivered it to international audiences.

#### Sowing new seeds

We are members of the consortium delivering the Department for Education-funded **Climate Ambassadors Programme**. This important scheme, co-led by the University of Reading and the EAUC, supports the delivery of the DfE's target for all education settings in England to have climate action plans in place by the end of 2025. Change Agents UK are the national partner for training and mentoring.

We have also launched our first Government-funded **Skills Bootcamp in Sustainability & Environmental Management** with our partner organisation, PECT. This exciting new programme includes our Sustainability Leadership Skills Programme and Carbon Literacy training to support learners in their transition into future-focused green careers.

We look forward to these courses growing in reach and impact over the next year.

#### Access to our services

We are very aware that not everyone has the privilege of access to training, and that sustainability is the second least diverse sector in the UK. It is our part of our mission to ensure that people are not left behind in the transition to a sustainable world and a net zero future.

We are increasing the accessibility of our courses by removing financial and organisational barriers wherever possible.

- We launched our **Sustainability Leadership Skills Access Scheme for 18-25 year-olds**, to support those who want to enter green careers to develop the skills, networks and experiences to do so.
- We later expanded this to all ages, to support career transitioners as well as early careerists. This year we have supported 11 people through this programme.
- We also offered 11 free or heavily discounted open courses accessible via Eventbrite. These reached over 100 individuals and addressed topics such as climate anxiety, sustainability leadership, and the future of work in the green transition.

### Impact of our courses

#### Our Course Ratings

Course attendees are asked to rate aspects of course content, delivery and applicability. The **average scores across all our courses** are:

Course content	Training Methods	Trainer's delivery style & approach	Relevance to current work
90%	89%	93%	89%

## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

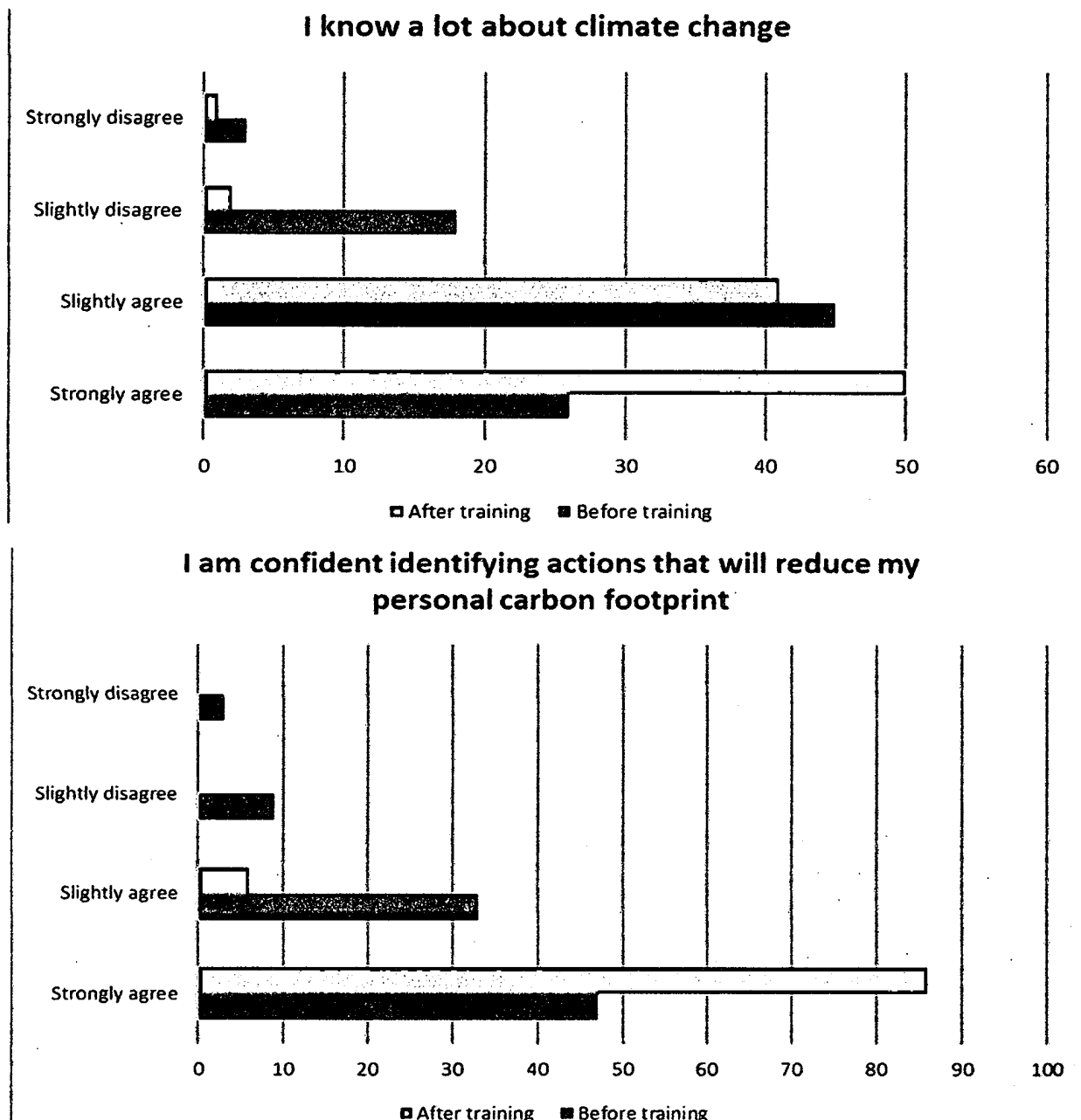
for the year ended 31 March 2024

## 2023/24: A Year of Impact (Continued)

### The impact of our Carbon Literacy training

We ask all our learners to complete surveys before and after attending Carbon Literacy training. These cover confidence in the key learning areas covered by the course, including knowledge about climate change and identifying actions to reduce carbon footprints.

In all key learning areas, participants feel that their knowledge, skills and confidence have increased as a result of taking part in the training.



## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

## 2023/24: A Year of Impact (Continued)

### What people are saying...

**Gives you the tools you need to recognise that you already are a sustainability leader and how to communicate that with your spheres of influence.**

*Sustainability Leadership Skills Programme*

Its suitable for everyone whether you are only just at the start of your sustainability journey or have been in the industry for years. It covers such a breadth of areas and gives you vital skills and values to take forward in your career.

*Sustainability Leadership Skills Programme*

**We were absolutely delighted with the quality of the session that Eleanor and Alex planned and delivered. The session enabled students to explore "Green Careers" through the lens of climate change, before Change Agents colleagues facilitated a panel session with three Manchester Met alumni who have gone on to work in the sector. Change Agents were a pleasure to deal with throughout the process and I'd recommend them to any HEIs looking to deliver this sort of content to their students.**

*Green Careers session with Manchester Met University*

**If you ever want to become a carbon literate, please look out for the courses delivered by Change Agents. Very informative and thought-provoking training.**

*Carbon Literacy training*

**Both the trainers were very good. They could read the audience very well, were subject matter experts and provided a very interesting educational experience.**

*Carbon Literacy training*

**I am so grateful for the wonderful staff at Change Agents UK. I have completed their Sustainability Leadership Skills Programme and their Carbon Literacy course and have gained much more insight into the climate crisis and how to use this knowledge in the workplace and my personal life. I would 100% recommend their courses.**

**The quality of both courses I attended were outstanding. Clearly a lot of thought has gone into the planning and execution of both courses mentioned above. I loved the variety of resources, activities and interactive discussions and although I already had some knowledge in this sector, I now feel I have breadth of understanding. The staff were great and supportive.**

**They also offer recruitment support / advice and have a green jobs board and I found this immensely useful in the midst of a career change into the sustainability sector. Having acted on a number of their recommendations I am now working in my chosen field and feel that Change Agents UK were really vital in giving me the confidence to pursue this. Thank you!**

*Tanwen, Access Schemes participant*

## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

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## 2023/24: A Year of Impact (Continued)

### Green Recruitment

#### Our services

We continue to offer green recruitment and employment services through Change Agents UK Trading Ltd, our wholly-owned subsidiary focused on green jobs and skills. We provide support for individuals seeking green jobs and we work with employers who are seeking the best candidates for their sustainability, energy or green roles.

We provide a comprehensive service, helping from the start of the process. We work with organisations to create suitable sustainability job descriptions and candidate specifications, we source suitable candidates, managing applications and collaborating on interviews.

As an employment services provider, we can additionally handle all aspects of the employment from payroll administration to contracts.

#### Recruitment in the past year

We've recruited people into **thirteen** sustainability and green roles working with **twelve** different customers.

Everyone we recruit becomes a "Change Agent", benefitting from access to our Sustainability Leadership Skills Programme (SLSP) programme to learn the transferable skills needed to excel in a sustainability role and to help them build their network by meeting other sustainability professionals.

All Change Agents receive monthly 1:1 mentoring from our team to give additional support with their career development and planning. This year we've also supported our first tranche of Skills Bootcamp trainees and provided green career guidance and interview feedback support to more than 50 people.




#### Our recruitment clients

We have longstanding relationships with clients in the Higher Education sector and with local authorities and the public sector. This year, we have extended our reach working with BRODIE sustainability consultancy to provide impactful internships, and with Nattergal, a nature restoration company.

University Of Greenwich  
Eauc LSE  
Bedford Borough Council  
University Of Sheffield  
**Nattergal**  
Innovate Uk Ktn  
**Brodie** Knepp Estate  
Future We Want

The impact of our recruitment services

Case study of a Change Agent – Eve

	Eve had recently completed her BA in Business and Management with a focus on Climate Change and was looking for her first sustainability role.
	Change Agents' recruitment team secured a 12-week placement opportunity in sustainability consultancy, for which Eve successfully applied. After this opportunity, she moved into full-time employment in her chosen field.
	<p>Eve also benefited from:</p> <ul style="list-style-type: none"><li>• Our Sustainability Leadership Skills Programme – 10 interactive sustainability skills modules delivered by our education team.</li><li>• Our 12-month mentoring programme.</li></ul> <p>These are both offered to all our Change Agents.</p>






**CHANGE AGENTS UK CHARITY**

**Report of the trustees (continued)**

**for the year ended 31 March 2024**

The impact of our recruitment services (continued)

Case study of a Change Agent – Eve (continued)

	<b>Placement title:</b> Sustainability Analyst Intern at BRODIE Consulting
	<b>Responsibilities:</b> Supporting on client projects by carrying out research, as well as pulling together trends and insights for internal news briefings.
	<b>Proudest achievement:</b> Researching and writing sector research documents.
	<b>Top 3 skills developed on placement</b> "Building professional relationships; research and data analysis; organisation and time management"
	<b>Next steps:</b> Following her placement Eve secured a permanent role with BRODIE as a Sustainability Consultant.

## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

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#### The impact of our recruitment services (continued)

What people are saying...

Had a wonderful experience with Change Agents and the support that was offered, I highly advocate for CAUK and would always recommend the opportunity to anyone.

Change Agents has made the recruitment process extremely smooth from our perspective, they are professional and friendly, and really understand what you need. We've had three high calibre placements so far and can't fault the process!

My time as a change agent was transformational. I found the opportunity to be both challenging and developmental: I was pushed to learn and grow, and I am hugely grateful for the opportunity. It was great to be a part of a larger community of practice, with a network of inspirational and approachable sustainability professionals from which I could learn from and be inspired by.

#### Our other achievements

##### Investors in the Environment

In addition to our sustainability work in education and recruitment, we believe our work practices should reflect our charitable purpose. We have achieved **Silver Investors in the Environment (iE) accreditation** and are now working towards gaining Green Accreditation in mid-2024.

##### VCSE Strategy for Rutland

Change Agents UK works nationally but is headquartered in Oakham, Rutland. In 2023 Change Agents worked in partnership with Citizens Advice Rutland (CAR) and many local voluntary sector organisations to research the make-up of Rutland's VCS and develop a sector strategy that would help VCS organisations meet the ongoing needs of local people in the county.

##### Developing Community Energy in Derbyshire and Nottinghamshire

We've been working in partnership with Derbyshire Community Energy Partnership Hub to realise the ambition to create a regional umbrella organisation that supports the creation, growth and innovation of local Community Energy (CE) groups across Derbyshire and Nottinghamshire.



## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

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#### Developing Community Energy in Derbyshire and Nottinghamshire

Equality, diversity, and inclusion are central to our work and values. We want to improve accessibility to education for sustainability development, future skills provision and address the low levels of diversity in the environmental science and sustainability professions. Our work this year has continued to open doors for people from all backgrounds, both in education and recruitment into green jobs, helping them to prepare for a successful and sustainable future, and the recruitment of our own Board and staff members placed strong emphasis on diversity and widening representation. Our Access scheme has proved successful in demonstrating our commitment to inclusion and provide opportunities to those who would otherwise be unable to access sustainability education and skills training. We will continue to strive for equality, fairness, and justice.

#### Financial review

- *Group income amounted to £480,105 (2022/23: £526,589).*
- *Total expenditure came to £497,079 (2022/23: £487,700).*
- *The overall Group results for the year showed a small net deficit, before deferred tax, of £16,974 (2022/23 surplus of £38,889).*

Despite challenging funding and trading conditions throughout the year, the Charity has retained a sound financial position by ensuring innovation in fundraising and income generation and through careful management of costs.

#### Reserves policy

The Trustees have considered the requirement for free reserves which are those unrestricted funds not invested in tangible fixed assets, fixed assets investments, or designated for specific purposes or otherwise committed. The Trustees have decided that the group should seek to maintain free reserves equivalent to 3 months' revenue expenditure. This will be reviewed in the next financial year, and the trustees will consider increasing this to reflect the more volatile global economic situation and trading conditions.

The Group Balance Sheet shows Unrestricted Funds, of £191,362 at 31 March 2024 (2022/23 £208,304). The Group Free reserves were £138,818 (2022/23 £151,551).

The Trustees have a reasonable expectation that the Charity will continue in operational existence for the foreseeable future; the Trustees are not aware of any material uncertainties about the entity's ability to continue. Therefore, the Trustees have used the going concern basis in preparing these financial statements.

#### Plans for future periods

Change Agents UK will continue the important work supporting national sustainability programmes such as the Climate Ambassadors scheme and we will seek to expand our provision of Green Skills Bootcamps, supporting many more people to develop the skills and confidence to tackle crucial jobs in the green economy. We will continue to focus on Carbon Literacy, looking at areas where we can achieve maximum impact, such as by working with decision-makers in local government and within the education sector. We will offer further outreach and access programmes, delivering on our commitment to support inclusion in the transition to net zero and a sustainable future for all.

## CHANGE AGENTS UK CHARITY

### Report of the trustees (continued)

for the year ended 31 March 2024

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#### Public benefit

The Trustees have considered the Charities Commission's requirement in respect of Public Benefit when reviewing our aims and objectives and in planning future activities.

The Charity undertakes a range of activities in pursuance of its charitable aims. The Trustees consider that these activities provide benefit by advancing education in sustainable development through providing and facilitating training, seminars and workshops, attending conferences and through projects, work placements and the assimilation of knowledge and practical learning through real and meaningful work opportunities.

#### Statement of trustees' responsibilities

Company and charity law requires the Trustees of a charity to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period.

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

- Select suitable accounting policies and then apply them consistently, make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice (SORP) have been followed, subject to any departure disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

The maintenance and integrity of the Charity's website is the responsibility of the Trustees. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

Insofar as the Trustees are aware:

- There is no relevant information of which the Charity's examiner is unaware; and
- They have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the examiner is aware of that information.

#### Independent Examiner

A resolution proposing the re-appointment of Ken Maggs FCA as independent examiner will be put to the members at the Annual General Meeting.

#### Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the Board of trustees on **3 September 2024** and signed on its behalf by



Sheri-Leigh Miles, Chair

**Independent examiners report to the members of  
CHANGE AGENTS UK CHARITY**

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I report to the charity trustees on my examination of the consolidated accounts of the Group comprising Change Agents UK Charity ('the charity') and its subsidiary undertakings for the year ended 31 March 2024, which are set out on pages 18 to 33.

**Responsibilities and basis of report**

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Companies Act 2006 ('the 2006 Act') and the Charities Act 2011 ('the 2011 Act') and you have chosen to prepare consolidated accounts for the Group.

Having satisfied myself that the accounts of the group are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the consolidated accounts. I have carried out my examination under section 145 of 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**

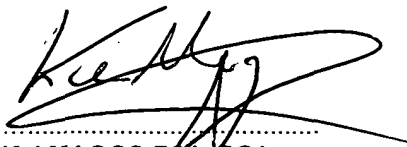
Since the group's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants of England and Wales, which is one of the listed 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 group as required by section 130 of the 2011 Act and 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 and the Charities (Accounts and Reports) Regulations 2008 other than any requirements 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.

Date: 3 September 2024

  
K J MAGGS FCA, BCA  
Chartered Accountant  
Hoekman Way  
Spalding  
PE11 3HE

**CHANGE AGENTS UK CHARITY**  
**Consolidated Statement of Financial Activities**  
**(incorporating the consolidated income and expenditure account)**  
**for the year ended 31 March 2024**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
<b>Income from:</b>					
Donations and legacies		1,231	798	2,029	4,632
Charitable activities	2	62,361	250	62,611	60,446
Other trading activities	2	412,697	-	412,697	460,368
Investments		2,768	-	2,768	1,143
<b>Total income</b>		<b>479,057</b>	<b>1,048</b>	<b>480,105</b>	<b>526,589</b>
<b>Expenditure on:</b>					
Raising funds	3	(384,323)	-	(384,323)	(405,914)
Charitable activities	3	(109,833)	(813)	(110,646)	(79,180)
Governance costs	3	(2,110)	-	(2,110)	(2,606)
<b>Total resources expended</b>		<b>(496,266)</b>	<b>(813)</b>	<b>(497,079)</b>	<b>(487,700)</b>
<b>Net (expenditure) / income before tax</b>		<b>(17,209)</b>	<b>235</b>	<b>(16,974)</b>	<b>38,889</b>
Tax on surplus on trading activities		267	-	267	(166)
<b>Net (expenditure) / income</b>		<b>(16,942)</b>	<b>235</b>	<b>(16,707)</b>	<b>38,723</b>
Transfers between funds		-	-	-	-
<b>Net movement in funds</b>		<b>(16,942)</b>	<b>235</b>	<b>(16,707)</b>	<b>38,723</b>
<b>Total funds brought forward</b>		<b>208,304</b>	<b>-</b>	<b>208,304</b>	<b>169,581</b>
<b>Total funds carried forward</b>		<b>191,362</b>	<b>235</b>	<b>191,597</b>	<b>208,304</b>

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The charity has taken advantage of section 408 of the Companies Act 2006 not to publish its own Statement of Financial Activities.

The accounting policies and notes on pages 21 to 33 form part of these financial statements.

**CHANGE AGENTS UK CHARITY**  
**Consolidated Statement of Financial Activities**  
**(incorporating the consolidated income and expenditure account)**  
**for the year ended 31 March 2023**

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
<b>Income from:</b>			
Donations and legacies	4,617	15	4,632
Charitable activities	60,446	-	60,446
Other trading activities	460,368	-	460,368
Investments	1,143	-	1,143
Other income	-	-	-
<b>Total income</b>	<u>526,574</u>	<u>15</u>	<u>526,589</u>
<b>Expenditure on:</b>			
Raising funds	(405,914)	-	(405,914)
Charitable activities	(79,165)	(15)	(79,180)
Governance costs	(2,606)	-	(2,606)
<b>Total resources expended</b>	<u>(487,685)</u>	<u>(15)</u>	<u>(487,700)</u>
<b>Net income before tax</b>	38,889	-	38,889
Tax on surplus on trading activities	(166)	-	(166)
<b>Net income</b>	<u>38,723</u>	<u>-</u>	<u>38,723</u>
Transfers between funds	-	-	-
<b>Net movement in funds</b>	<u>38,723</u>	<u>-</u>	<u>38,723</u>
<b>Total funds brought forward</b>	169,581	-	169,581
<b>Total funds carried forward</b>	<u><u>208,304</u></u>	<u><u>-</u></u>	<u><u>208,304</u></u>

# CHANGE AGENTS UK CHARITY

## Group and charity balance sheets

at 31 March 2024

		Group		Charity	
	Note	2024	2023	2024	2023
		£	£	£	£
<b>Fixed assets</b>					
Intangible assets	10	-	-	-	-
Tangible assets	11	22,718	27,461	21,515	24,853
Investments	12	-	-	3	3
		<u>22,718</u>	<u>27,461</u>	<u>21,518</u>	<u>24,856</u>
<b>Current assets</b>					
Debtors	13	42,090	21,316	51,465	29,843
Cash at bank and in hand		175,890	245,791	109,121	129,792
		<u>217,980</u>	<u>267,107</u>	<u>160,586</u>	<u>159,635</u>
<b>Creditors: amounts falling due within one year</b>	14	<u>(48,872)</u>	<u>(85,768)</u>	<u>(21,763)</u>	<u>(8,582)</u>
<b>Net current assets</b>		169,108	181,339	138,823	151,053
<b>Provisions for liabilities and charges</b>		(229)	(496)	-	-
<b>Net assets</b>		<u>191,597</u>	<u>208,304</u>	<u>160,341</u>	<u>175,909</u>
<b>Unrestricted funds</b>	15				
General funds		191,362	208,304	160,106	175,909
<b>Restricted funds</b>	16	235	-	235	-
<b>Total Funds</b>		<u>191,597</u>	<u>208,304</u>	<u>160,341</u>	<u>175,909</u>

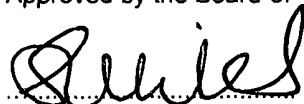
The trustees are satisfied that the charity is entitled to exemption from audit of the financial statements for the year under Section 477 of the Companies Act 2006 (the Act) relating to small companies and that the members have not required the company to obtain an audit in accordance with Section 476.

The trustees acknowledge their responsibilities for:

- (i) ensuring that the charity keeps proper accounting records which comply with
- (ii) preparing financial statements which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 396, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the charity.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standards applicable in the UK and Republic of Ireland'.

Approved by the Board of Trustees on 3 September 2024 and signed on its behalf:



Sheri-Leigh Miles, Chair

Company Registration Number: 05128833

Registered Charity Number: 1104230

The accounting policies and notes on pages 21 to 33 form part of these financial statements.

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements

for the year ended 31 March 2024

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### 1. Accounting policies

#### Charity Information

Change Agents UK Charity is a private charitable company limited by guarantee and is incorporated in England and Wales; the registered office is located at Oakham Railway Station, Station Approach, Oakham, Rutland, LE15 6QT.

The company constitutes as a public benefit entity as defined by FRS 102. The principle activity is advancing education in sustainable development; formally through providing lessons, seminars, conferences and lectures; and informally through projects, work placements, volunteering and the assimilation of knowledge, practical learning and doing real work.

#### Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The Charity has taken the available exemption under the Charities SORP (FRS 102) Update Bulletin 1, as a smaller charity, to not prepare a Statement of Cash Flows.

The financial statements are prepared on a going concern basis under the historical cost convention, as modified to include certain items at fair value.

The financial statements are presented in Sterling (£), which is deemed to be the functional currency of the charity.

#### Basis of Consolidation

These financial statements consolidate the results of the charity and its wholly owned subsidiaries', Change Agents UK Trading Limited and Studentforce for Sustainability Limited, on a line by line basis.

Studentforce for Sustainability Limited was dormant during the year.

A separate Statement of Financial Activities (incorporating the Income and Expenditure Account) are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006.

#### Fund accounting

- Unrestricted funds are available for use at the discretion of the Board of Trustees in furtherance of the general objects of the charity.
- Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund.

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

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### 1. Accounting policies (continued)

#### Income recognition

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income conditions and the amount can be probable. The following specific policies are applied to particular categories of income:

- Voluntary income received by way of donations and gifts is included in full in the Statement of Financial Activities when receivable.
- Grants, where entitlement is not conditional on delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Revenue grants are carried forward to the extent that the grantor specifies that the grant is for expenditure in future accounting periods. Grants carried forward in this way are accounted for as deferred income.
- Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.
- Investment income is accounted for when receivable.

#### Expenditure recognition

Expenditure is recognised on an accruals basis as a liability is incurred and includes irrecoverable VAT.

- Costs of generating funds are the costs incurred in attracting voluntary income and trading activities which raise funds.
- Charitable activities expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on a per project basis.
- The company operated a defined contribution pension scheme for the benefit of the employees. The pension cost charged in the Statement of Financial Activities represents the amount of contributions payable to the scheme in respect of the accounting period.

#### Financial Instruments

The Charity only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

#### Taxation

No provision has been made for corporation tax, as the company is of charitable status. A provision for corporation tax is necessary in the subsidiary undertakings on its taxable profits.



# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

### 1. Accounting policies (continued)

#### Operating lease arrangements

Operating lease rentals are charged to the Statement of Financial Activities at current rates under lease agreements.

#### Tangible Fixed Assets

Expenditure on tangible fixed assets is capitalised where it exceeds £500 or between £400 and £500 will be considered on an asset by asset basis or if multiple are acquired. Expenditure on fixed assets not exceeding £500 for is written off in the year in which it is incurred.

Depreciation is provided on all tangible assets at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful economic life on the following bases:

- Leasehold improvements are written off over the 25 year term of the lease.
- IT hardware is determined to have a useful economic life of three years.
- Furniture and fittings are determined to have a useful economic life of 5 years.
- Software systems and licences have a useful economic life based on the length of the licence.

#### Amortisation

Amortisation is calculated to write down the cost, less estimated residual value, of all assets over their expected useful lives. The rates generally applicable are:

- Website development is determined to have a useful economic life of three years.

### 2. Charitable activities

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
<b>Grants and contracts</b>				
Community Fridge	-	250	250	-
Sustainability Education and Training	32,495	-	32,495	11,948
Sustainability Project Management and Research	14,966	-	14,966	9,334
Project management fees	2,300	-	2,300	21,200
Skills Bootcamps	12,600	-	12,600	-
Kickstart funding	-	-	-	17,964
	<u>62,361</u>	<u>250</u>	<u>62,611</u>	<u>60,446</u>
<b>Opportunities for vocational training</b>				
Recruitment, Employment Services and Training Fees	412,697	-	412,697	460,368
<b>Total</b>	<u>475,058</u>	<u>250</u>	<u>475,308</u>	<u>520,814</u>
<b>Grant income included above</b>				
Central government	19,450	-	19,450	17,964
Institutional	-	250	250	-
<b>Total</b>	<u>19,450</u>	<u>250</u>	<u>19,700</u>	<u>17,964</u>

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

### 3. Resources expended

	Cost of raising funds	Unrestricted Charitable activities	Governance	Restricted Foodbank	2024 Total	2023 Total
	£	£	£	£	£	£
Grants payable	-	-	-	-	-	400
Staff costs (note 6)	352,259	98,273	-	-	450,532	441,266
Staff expenses	293	-	-	-	293	-
Travel and subsistence	1,937	1,443	-	-	3,380	2,617
Postage and stationery	7	44	-	-	51	115
Advertising and marketing	2,516	-	-	-	2,516	2,523
Subscriptions	2,249	764	-	-	3,013	3,112
Training	-	248	-	-	248	2,007
Computer and software costs	6,016	28	-	-	6,044	6,936
Miscellaneous	196	157	-	813	1,166	573
Bank charges and similar fees	691	572	-	-	1,263	1,230
Audit and accountancy	3,270	-	2,110	-	5,380	5,516
Legal and professional fees	2,519	2,958	-	-	5,477	4,991
Premises	5,188	1,286	-	-	6,474	6,723
Support costs	7,182	4,060	-	-	11,242	9,691
<b>Total resource expended</b>	<b>384,323</b>	<b>109,833</b>	<b>2,110</b>	<b>813</b>	<b>497,079</b>	<b>487,700</b>

### 4. Net (expenditure) / income before tax

Net (expenditure) / income before tax is stated after changing:	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Depreciation	4,424	4,297
Independent Examination fees	5,380	5,516

### 5. Net income from non-charitable trading activities of the subsidiary

The wholly owned subsidiary, Change Agents UK Trading Ltd, which is incorporated in England and Wales (registered number 06482166), provides recruitment, training and development and employment services. The subsidiary pays all of its profits to the charity under a deed of covenant. The charity owns the entire share capital of 1 ordinary share of £1 each. The company was incorporated on 24 January 2008 and started trading on 1 April 2008. A summary of the trading results is shown below.

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Turnover and other operating income	414,998	481,567
Cost of sales and administration expenses	(384,170)	(405,507)
Taxation	267	(166)
	<b>31,095</b>	<b>75,894</b>
Gift aid donation paid	(32,232)	(75,188)
Retained profits brought forward	32,396	31,690
Retained profits carried forward	<b>31,259</b>	<b>32,396</b>

## CHANGE AGENTS UK CHARITY

### Notes to the financial statements (continued)

for the year ended 31 March 2024

#### 5. Net income from non-charitable trading activities of the subsidiary (continued)

	2024 £	2023 £
<b>The assets and liabilities of the subsidiary were:</b>		
Fixed assets	1,204	2,608
Current assets	89,212	135,660
Current liabilities	(58,927)	(105,375)
Provisions	(229)	(496)
	<u>31,260</u>	<u>32,397</u>

The second wholly owned subsidiary Studentforce for Sustainability Ltd, which is incorporated in England and Wales (registered number 07767094), remained dormant in the current year. Therefore, no items of income, expense, assets or liabilities were included on consolidation of this entity (2023 - £Nil). The charity owns the entire share capital of 2 ordinary shares of £1 each.

#### 6. Staff costs and numbers

	2024 £	2023 £
Salaries and wages		
Trading subsidiary employment	231,802	260,870
Charity staff members	<u>180,497</u>	<u>140,023</u>
	412,299	400,893
Social security costs		
Trading subsidiary employment	19,590	25,003
Charity staff members	<u>9,857</u>	<u>6,186</u>
	29,447	31,189
Pension contributions		
Trading subsidiary employment	4,349	5,560
Charity staff members	<u>4,437</u>	<u>3,624</u>
	8,786	9,184
<b>Total</b>	<u><u>450,532</u></u>	<u><u>441,266</u></u>

No employees received emoluments of more than £60,000 in the year (2023 - None).

The average number of employees during the year by the group was 18 (2023 - 18). The average number of those who are employed on behalf of the charity was 8 (2023 - 8). The average number of those who are employed on behalf of the trading company was 10 (2023 - 10).

The key management personnel of the group comprise of the Chief Executive Officer and the Finance Officer whose employee benefits totalled £54,410 (2023 - £53,312).

**CHANGE AGENTS UK CHARITY**  
**Notes to the financial statements (continued)**  
**for the year ended 31 March 2024**

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**7. Pension Costs**

The charity participates in a defined contribution pension scheme administered externally. Membership of the scheme is available to employees satisfying qualifying conditions. Payments made to the fund are charged monthly in the financial statements. The pension cost charge amounted to £4,437 (2023 - £3,624). At the year end there was £0 in unpaid contributions (2023 - £nil).

The pension costs are allocated between unrestricted and restricted reserves using the employees' time allocation when working on the various activities of the group. Any closing liability would be attributed to the unrestricted reserves at the year end.

**8. Trustees' remuneration and related party transactions**

No member of the Board of Trustees received any remuneration during the year. Travel costs amounting to £nil (2023: £nil) were re-imbursed to members of the Board of Trustees.

There were no other transactions which require reporting in these financial statements.

**9. Taxation**

As a charity Change Agents UK Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 of section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**10. Intangible fixed assets**

	<b>Website Development Group</b>	<b>Charity</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
At 1 April 2023, and at 31 March 2024	<u>5,157</u>	<u>867</u>
<b>Amortisation</b>		
At 1 April 2023, and at 31 March 2024	<u>5,157</u>	<u>867</u>
<b>Net book values</b>		
At 31 March 2024	<u><u>-</u></u>	<u><u>-</u></u>
At 31 March 2023	<u><u>-</u></u>	<u><u>-</u></u>

**CHANGE AGENTS UK CHARITY**  
**Notes to the financial statements (continued)**  
**for the year ended 31 March 2024**

**11. Tangible fixed assets**

Group	Leasehold Improvements	Office and Computer Equipment	Total
	£	£	£
<b>Cost or valuation</b>			
At 1 April 2023	68,061	49,315	117,376
Disposals	-	(458)	(458)
At 31 March 2024	<u>68,061</u>	<u>48,857</u>	<u>116,918</u>
<b>Depreciation</b>			
At 1 April 2023	44,237	45,678	89,915
Charge for the year	2,722	1,702	4,424
On disposals	-	(139)	(139)
At 31 March 2024	<u>46,959</u>	<u>47,241</u>	<u>94,200</u>
<b>Net book values</b>			
At 31 March 2024	<u>21,102</u>	<u>1,616</u>	<u>22,718</u>
At 31 March 2023	<u>23,824</u>	<u>3,637</u>	<u>27,461</u>
<b>Charity</b>	<b>Leasehold Improvements</b>	<b>Office and Computer Equipment</b>	<b>Total</b>
	£	£	£
<b>Cost or valuation</b>			
At 1 April 2023, and at 31 March 2024	<u>68,061</u>	<u>25,117</u>	<u>93,178</u>
<b>Depreciation</b>			
At 1 April 2023	44,237	24,088	68,325
Charge for the year	2,722	616	3,338
At 31 March 2024	<u>46,959</u>	<u>24,704</u>	<u>71,663</u>
<b>Net book values</b>			
At 31 March 2024	<u>21,102</u>	<u>413</u>	<u>21,515</u>
At 31 March 2023	<u>23,824</u>	<u>1,029</u>	<u>24,853</u>

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

### 12. Fixed Asset Investments

#### Charity

	2024	2023
	£	£
Unlisted Investments in subsidiary undertakings	3	3

The charity owns the entire share capital of two ordinary shares of £1 each in StudentForce for Sustainability Ltd, which is incorporated in England and Wales. The company has been dormant since its incorporation. The charity owns the entire share capital of one ordinary share of £1 in Change Agents UK Trading Limited, which is incorporated in England and Wales.

### 13. Debtors

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade debtors	16,812	18,421	5,690	-
Prepayments and accrued income	25,278	2,895	14,587	1,655
Amounts owed from group undertakings	-	-	31,188	28,188
	<u>42,090</u>	<u>21,316</u>	<u>51,465</u>	<u>29,843</u>

### 14. Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Trade creditors	2,710	3,085	270	550
Other taxation and social security	23,147	21,106	3,831	3,237
Accruals	7,520	8,075	3,765	3,997
Deferred income	15,495	53,502	13,895	796
Amounts due to group undertakings	-	-	2	2
	<u>48,872</u>	<u>85,768</u>	<u>21,763</u>	<u>8,582</u>

Deferred income comprises fees invoiced in advance in respect of the provision of vocational training (subsidiary) and grants receivable (parent). The figures disclosed below are all in respect of provision of services.

	Group	Charity
	£	£
At 1 April 2023	53,502	796
Amount released to incoming resources	(53,502)	(796)
Amount deferred in the year	15,495	13,895
At 31 March 2024	<u>15,495</u>	<u>13,895</u>

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

### 15. Movement in unrestricted funds

#### Group

	At 1 April 2023	Transfers between funds	Movement in resources		At 31 March 2024
	£	£	Incoming	Outgoing	£
General funds	208,304	-	479,057	(495,999)	191,362
Total unrestricted funds	<u>208,304</u>	<u>-</u>	<u>479,057</u>	<u>(495,999)</u>	<u>191,362</u>

#### Charity

	At 1 April 2023	Transfers between funds	Movement in resources		At 31 March 2024
	£	£	Incoming	Outgoing	£
General funds	175,909	-	193,202	(209,005)	160,106
Total unrestricted funds	<u>175,909</u>	<u>-</u>	<u>193,202</u>	<u>(209,005)</u>	<u>160,106</u>

#### Purpose of unrestricted funds

General funds represent the balance of unrestricted funds that may be used for revenue or capital expenditure without having recourse to externally imposed restrictions.

### 16. Movement in restricted funds

#### Charity

	At 1 April 2023	Transfers between funds	Movement in resources		At 31 March 2024
	£	£	Incoming	Outgoing	£
Community Fridge	-	-	1,048	(813)	235
Total restricted funds	<u>-</u>	<u>-</u>	<u>1,048</u>	<u>(813)</u>	<u>235</u>

#### Purpose of restricted funds

##### Community Fridge

The Community Fridge relates to funds received specifically to enable the charity to host the Oakham Community Fridge and cover the additional costs relating thereto.

**CHANGE AGENTS UK CHARITY**  
**Notes to the financial statements (continued)**  
**for the year ended 31 March 2024**

**17. Analysis of net assets between funds**

Group	2024			
	General	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
Tangible fixed assets	22,718	-	-	22,718
Intangible fixed assets	-	-	-	-
Current assets	216,992	-	988	217,980
Current liabilities	(48,119)	-	(753)	(48,872)
Provisions for liabilities and charges	(229)	-	-	(229)
	<u>191,362</u>	<u>-</u>	<u>235</u>	<u>191,597</u>

**Charity**

	2024			
	General	Designated	Restricted	Total
	Funds	Funds	Funds	Funds
	£	£	£	£
Tangible fixed assets	21,515	-	-	21,515
Intangible fixed assets	-	-	-	-
Fixed asset investments	(985)	-	988	3
Currents assets	161,339	-	(753)	160,586
Current liabilities	(21,763)	-	-	(21,763)
	<u>160,106</u>	<u>-</u>	<u>235</u>	<u>160,341</u>

**18. Capital commitments**

There were no capital commitments authorised and contracted for at 31 March 2024 or 31 March 2023.

**19. Contingent Liabilities**

There were no contingent liabilities at 31 March 2024 or 31 March 2023.

**20. Constitution**

The charitable company is limited by guarantee with no share capital. There were 10 members at 31 March 2024 (2023 - 11).

**21. Related party transactions**

The Charity has taken advantage of the exemption in Financial Reporting Standard 102 Section 33.1A from the requirement to disclose transactions with group companies on the grounds that they are wholly owned subsidiaries.

There were no related party transactions during this year.

**22. Controlling Party**

The charity is controlled by the Board of Trustees and no one trustee has or exerts overall control.



**CHANGE AGENTS UK CHARITY**  
**Notes to the financial statements (continued)**  
**for the year ended 31 March 2024**

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*Pages 32 to 33 also form part of these financial statements  
and show the 2023 financial statements comparative figures.*

**CHANGE AGENTS UK CHARITY**  
**Notes to the financial statements (continued)**  
for the year ended 31 March 2024

**23. Fund Comparatives**

<b>Charitable activities</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>Total</b>
			<b>£</b>
<b>Grants and contracts</b>			
Sustainability Education and Training	11,948	-	11,948
Sustainability Project Management and Research	9,334	-	9,334
Project management fees	21,200	-	21,200
Kickstart funding	17,964	-	17,964
	<u>60,446</u>	<u>-</u>	<u>60,446</u>
<b>Opportunities for vocational training</b>			
Recruitment, Employment Services and Training Fees	460,368	-	460,368
<b>Total</b>	<u><u>520,814</u></u>	<u><u>-</u></u>	<u><u>520,814</u></u>

**Resources expended**

	Unrestricted		Restricted		2023
	Cost of generating income	Charitable activities	Governance	Foodbank	Total
	£	£	£	£	£
Grants payable	-	400	-	-	400
Staff costs (note 6)	374,563	66,703	-	-	441,266
Staff expenses	-	-	-	-	-
Travel and subsistence	1,239	1,378	-	-	2,617
Postage and stationery	110	5	-	-	115
Advertising and marketing	2,523	-	-	-	2,523
Subscriptions	2,719	393	-	-	3,112
Training	701	1,306	-	-	2,007
Computer and software costs	6,620	316	-	-	6,936
Miscellaneous	187	371	-	15	573
Bank charges and similar fees	571	659	-	-	1,230
Audit and accountancy	2,910	-	2,606	-	5,516
Legal and professional fees	2,843	2,148	-	-	4,991
Premises	5,131	1,592	-	-	6,723
Support costs	5,797	3,894	-	-	9,691
<b>Total resource expended</b>	<b>405,914</b>	<b>79,165</b>	<b>2,606</b>	<b>15</b>	<b>487,700</b>

# CHANGE AGENTS UK CHARITY

## Notes to the financial statements (continued)

for the year ended 31 March 2024

### 23. Fund Comparatives (continued)

#### Movement in unrestricted funds

Group	At 1 April 2022	Transfers between funds	Movement in resources		At 31 March 2023
	£	£	Incoming	Outgoing	£
General funds	169,581	-	526,574	(487,851)	208,304
<b>Total unrestricted funds</b>	<b>169,581</b>	<b>-</b>	<b>526,574</b>	<b>(487,851)</b>	<b>208,304</b>

#### Charity

	At 1 April 2022	Transfers between funds	Movement in resources		At 31 March 2023
	£	£	Incoming	Outgoing	£
General funds	137,891	-	203,324	(165,306)	175,909
<b>Total unrestricted funds</b>	<b>137,891</b>	<b>-</b>	<b>203,324</b>	<b>(165,306)</b>	<b>175,909</b>

#### Movement in restricted funds

#### Charity

	At 1 April 2022	Transfers between funds	Movement in resources		At 31 March 2023
	£	£	Incoming	Outgoing	£
Community Fridge	-	-	15	(15)	-
<b>Total restricted funds</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>(15)</b>	<b>-</b>

#### Analysis of net assets between funds

Group	General Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Tangible fixed assets	27,461	-	-	27,461
Intangible fixed assets	-	-	-	-
Fixed asset investments	-	-	-	-
Current assets	267,107	-	-	267,107
Current liabilities	(85,768)	-	-	(85,768)
Provisions for liabilities and charges	(496)	-	-	(496)
	<b>208,304</b>	<b>-</b>	<b>-</b>	<b>208,304</b>

#### Charity

	General Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Tangible fixed assets	24,853	-	-	24,853
Intangible fixed assets	-	-	-	-
Fixed asset investments	3	-	-	3
Currents assets	159,635	-	-	159,635
Current liabilities	(8,582)	-	-	(8,582)
	<b>175,909</b>	<b>-</b>	<b>-</b>	<b>175,909</b>