

THE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

England & Wales · Charity number 1105746

Details

Other names	NOTTINGHAM AND NOTTINGHAMSHIRE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM, ENABLE
Status	Registered
Legal form	Charitable company
Company number	04717124
Registered	2004-09-06
Register	View on the Charity Commission register

Contact

Address	Floors 1 - 4 3-5 Stoney Street Nottingham NG1 1LG
Phone	01157 100200
Email	enquiries@enable.uk.net
Website	www.enable.uk.net

Activities

Objects: TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF THE SOCIALLY OR ECONOMICALLY DISADVANTAGED COMMUNITIES OF NOTTINGHAM AND NOTTINGHAMSHIRE AND ENVIRONS (THE "AREA OF BENEFIT"), IN SUCH A WAY THAT THEY ARE BETTER ABLE TO IDENTIFY, AND HELP MEET, THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY, IN PARTICULAR BY:A) ASSISTING SUCH CHARITIES AND VOLUNTARY ORGANISATIONS TO PLAY A FULL ROLE IN THE LOCAL AND NATIONAL LEARNING AND SKILLS AGENDA AND TO MAKE THE MOST EFFECTIVE USE OF FUNDING OPPORTUNITIES;B) PROVIDING SUPPORT AND GUIDANCE FOR CHARITABLE PURPOSES BY CHARITIES AND VOLUNTARY ORGANISATIONS OPERATING IN THE AREA OF BENEFIT;C) PROVIDING HIGH QUALITY, VOCATIONAL AND NON-VOCATIONAL, LEARNING OPPORTUNITIES;

Activities: The organisation provides a range of services under 2 main headings.a) It acts as a 'hub' for the delivery of learning by voluntary sector providersb) It provides capacity building and workforce development

for voluntary organisations

Classification

- **How:** Provides Services, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment
- **Who:** Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** NOTTINGHAM AND ITS ENVIRONS
- Derby City
- Derbyshire
- Leicester City
- Leicestershire
- Lincolnshire
- Northamptonshire
- Nottingham City
- Nottinghamshire
- Rutland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	-	-	-	-
2024-07-31	-	-	-	-
2023-07-31	£1,504,567	£1,603,165	£172,858	10
2022-07-31	£1,299,673	£1,229,995	£271,457	24
2021-07-31	£1,299,673	£1,229,995	£197,526	15
2020-07-31	£1,017,417	£986,793	£127,848	11
2019-07-31	£1,258,582	£1,257,383	£97,224	21

Trustees

Name	Role	Appointed
MICHAEL HENRY		2012-10-05
Safdar Azam		2017-03-12
TERESA CULLEN		2018-05-01

THE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

England & Wales - Charity number 1105746

Accounts

Registered Charity Number - 1105746
Company Registration Number - 4717124

The Voluntary and Community Sector Learning and Skills Consortium

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 July 2023

“To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs”

Enable. Floors 1-4. 3-5 Stoney Street.
Nottingham NG1 1LG
Tel: 0115 7100 200 Email: enquiries@enable.uk.net Web: www.enable.uk.net

The Voluntary and Community Sector Learning and Skills Consortium

Charity Reference and Administrative Details

Charity registration number: 1105746

Company registration number: 4717124

Trustees	A S Bunn (Resigned 16/10/2023)
	T A Cullen
	M G Henry
	N Hufton (Resigned 01/03/2023)
	S Azam
	A Birch (Resigned 19/04/2023)
	S Morris (Resigned 02/09/2022)
	I McCann

Interim CEO	C Bartles
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Registered Office	Floors 1-4, 3-5 Stoney Street Nottingham NG1 1LG
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Independent Auditors	PKF Smith Cooper Audit Limited Statutory Auditors 2 Lace Market Square Nottingham NG1 1PB
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Bankers	Unit Trust Bank Nine Brindleyplace Birmingham B1 2BH
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The Voluntary and Community Sector Learning and Skills Consortium

Report from the Chair of Trustees

I am pleased to be able to report on the progress and achievements of ENABLE during 2022 and 2023 and looking forward into 2024-25.

Like a phoenix rising from the ashes ENABLE has survived a catastrophic burn and is proud to still be able to meet our charitable objectives and look forward to a new focus on supporting the voluntary and community learning and skills sector. This is due to the extraordinary hard work and dedication of the Board of Trustees and staff team who would not give up on our mission.

We started our journey through our 2022-23 financial year as a thriving organisation working hard to recover from the ongoing effects of the Covid-19 pandemic, with a lot of confidence having just been one of only 83 providers nationally who secured an Adult Education Budget contract and one of only 23 who were able to deliver the new National Skills Level 3 diplomas. We had also successfully challenged the ESFA's new rule change that would only permit providers to sub-contract out 25% of ESFA contracts because our main charitable objective is winning contracts on behalf of our members in the voluntary sector.

On 31 January 2023 we had an Ofsted inspection which resulted in a grade 4, having previously been grade 2. This was a very big shock to our whole team and we felt strongly that the inspection had been unreasonable and had not taken into account our unique position in the voluntary sector. I was interviewed as Chair of Trustees in both of our previous Ofsted inspections and this one felt entirely different. In preparation for this inspection all Trustees had attended an online training session. Trustees felt our inspector misunderstood the role of Charity Trustees and the additional responsibilities that we have for governance over and above those of a school governor, citing that our minutes reflected detail about financial matters.

Despite our challenge and a formal complaint, in April 2023 we were awarded an Ofsted Grade 4, which resulted in the withdrawal of all of our ESFA funded contracts and the loss of the greater part of our income that funded support for our voluntary sector members. Unfortunately, unlike a school or college, we as a VCS provider were not offered any help with improvements or a chance to be re-inspected once we had rectified the issues that Ofsted highlighted.

I am proud to convey that despite a very turbulent time and a drastically reduced staff team we have been able to implement the required quality improvements, manage our remaining contracts efficiently and start to build a new portfolio of opportunities to support our members. We are fully aware that we still have a challenging time ahead, as the Trustees' report suggests, but we are confident that supporting learning and skills in the VCS for those learners who have the least opportunities is still very much needed and we are the organisation that can do this.

I always end my report by thanking my fellow Trustees and our staff team. This year more than ever, they have shown what grit and determination can achieve and a simple thank you feels inadequate.



Teresa Cullen

Chair of Trustees

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Report of the Board of Trustees For the year ended 31 July 2023 (Incorporating the Directors' report)

The Trustees present their report and the audited financial statements of the charity for the year ended 31 July 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The Trustees who have served during the year and since the year end were as follows:

A S Bunn (Resigned 16/10/2023)
T A Cullen
M G Henry
N Hufton (Resigned 01/03/2023)
S Azam
A Birch (Resigned 19/04/2023)
S Morris (Resigned 02/09/2022)
I McCann

Objectives and Activities of Enable

The objectives of Enable as set out in the Memorandum and Articles of Association are to develop the capacity and skills of the members of the socially and economically disadvantaged communities of England in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular by:

- Assisting such charities and voluntary organisations to play a full role in the local and national learning and skills agenda and to make the most effective use of funding opportunities.
- Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

- To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs

The Voluntary and Community Sector Learning and Skills Consortium

Our Aims

- To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector;
- To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers;
- To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers;
- To meet the Workforce Development needs within the Voluntary and Community Sector;
- To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector.

Public Benefit Statement

This report sets out Enable's aims and the priorities and reports on the activity and successes in the year to the 31 July 2023, as well as explaining the plans for the current financial year. Enable's activities benefit:

1. Voluntary sector organisations that provide learning opportunities to local people by partnering with them and enhancing their ability to deliver learning through accessing funding on their behalf and providing training and support to enable them to increase the quality and scope of their provision to their beneficiaries.
2. Individuals in deprived communities' benefit from the provision of free learning opportunities. This increases their levels of skills and knowledge and enables them to access a greater range of employment opportunities.
3. The interaction between the governmental bodies and the voluntary and community sector in the East Midlands.

The Trustees have considered the Charity Commission's Public Benefit guidance and concluded:

1. That the aims of the organisation continue to be charitable.
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need.
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

Achievements and performance

During the year in review, in partnership with our delivery partners we achieved success in supporting individuals into learning, achieving qualifications and employment. There were 330 learners and apprentices in learning, either at the provider or learning with one of 11 membership organisations. The vast majority of learners are on adult courses in employability, English and mathematics. Vocational courses include health and social care and warehousing and storage.

The Voluntary and Community Sector Learning and Skills Consortium

During the year in review, we were inspected by Ofsted and awarded a Grade 4 which resulted in a loss of income from ESFA and other funded contracts. Since the OFSTED report, The Board of Trustees have acted on all of the OFSTED findings and are confident that quality measures have been implemented. A full organisation restructure and a refocus on the core charitable aims and objectives have been facilitated by the Board of Trustees and have laid the foundations for the future success and growth of the charity.

Principal risks and uncertainties

The Board of Trustees has reviewed, during the year, the potential risks to which the charity is exposed, particularly business, operational and financial risks. The Trustees are working towards producing procedures and reporting regimes to manage and reduce the significant impact of the Ofsted Grade 4.

The Board acknowledges that because of this and the subsequent loss of significant contracts there are concerns about our financial future and steps have been taken to ensure the future viability of the organisation.

Financial Review

Enable finishes the year with a deficit of £98,598 for the 12 months ending 31 July 2023, resulting in reserves of £172,858 at the end of the year.

At the year end the cash position of £134,320 is higher than the prior year of £27,471. The year end debtors figure of £183,795 is lower than the previous year's figure of £372,249 and in both years mainly relates to accrued income from monies owed to Enable. The year end creditors figure of £147,702 due within one year is higher than last year's figure of £132,229 and includes £30,263 (2022: £36,180) of deferred income on restricted funds. There are no creditors falling due after more than one year.

Enable, in common with other education and training providers, remains vulnerable to the possibility of funds being clawed back by funders at a later date following audit. Enable is not aware at present of any risk in regard to any of its current projects.

Going concern

On 31 January 2023 the Charity had an OFSTED inspection and was rated Inadequate. As a result, a number of contracts were terminated and the Charity suffered a significant loss of income. Other funding contracts have also recently completed and have not been replaced. The Charity has made a deficit in the year ended 31 July 2023 and has continued to report a deficit thereafter.

The Trustees have taken measures to realign the strategic direction of the Charity and therefore restructured operations and costs accordingly. It is the opinion of the Trustees, that notwithstanding the difficulties faced by the Charity, it can be successful in winning and delivering new contracts in the future, albeit on a much-reduced basis.

In preparing the financial statements on a going concern basis, the Board of Trustees have paid due regard to relevant forecast financial information and factored in sensitivities and uncertainties affecting the charity. In the Trustee's opinion, the charity is a going concern for a minimum of twelve months from the date of the approval of the financial statements.

The Voluntary and Community Sector Learning and Skills Consortium

Reserves policy

The Trustees have examined Enable's requirement for available reserves and estimate that £60,000 in general unrestricted reserves would be needed in order to:

- Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated;
- Cover amounts that would be owed to providers and staff in the event of a termination or reduction of activities;
- Meet arising liabilities that are not covered by project funding;
- Cover short term funding requirements (for instance where an upfront amount of expenditure is needed to start a project);
- Provide cover against termination costs of a project;
- Provide working capital in the event that grant income is delayed;
- Demonstrate financial stability in order to be able to be successful in bidding for large scale projects;
- Pilot development projects.

Enable had £172,858 in general reserves at 31 July 2023 (2022: £271,457).

Plans for future periods

Our priorities for 2023/24 include:

- Securing new sources of funding so that Voluntary and Community Sector organisations are able to increase their contribution to local and national priorities and targets;
- Further enhance quality systems, support to members through workshops and staff training with regards to initial assessment, Individual Learning Plans, learners' progression and monitoring of teaching and learning to enable us to meet the required quality standards of our industry.
- Maintaining a strong network of VCS providers across all counties of the region and reintroduce Members' meetings and an annual conference incorporating our awards ceremony;
- Continue to develop partnerships that enable us to respond to regional funding opportunities that are introduced by the newly elected Mayoral Office.
- Continue to deliver our GAINN project – legacy funding from the Talent Match programme;
- Ensuring the VCS is effectively represented;
- Increasing the number of our members and promote Enable work;
- Increase the number of members delivering accredited programmes;
- Promoting the Enable brand and increasing our social media presence;
- Working with our members to provide routeways for social mobility and inclusive employment through our programmes and partnerships.

The Voluntary and Community Sector Learning and Skills Consortium

Structure, Governance and Management Governing Document

The Nottingham and Nottinghamshire Voluntary and Community Learning and Skills Consortium was incorporated by guarantee on 31 March 2003 (registered company number 4717124). On 8 July 2014, the company changed its name to The Voluntary and Community Sector Learning and Skills Consortium to reflect the wide geographical coverage it now has.

The company operates under the name Enable. It does not have share capital and has obtained exemption under Section 30 of the Companies Act 1985 to dispense with the word Limited as part of the company name. Charitable status was granted on 6 September 2004 (registered charity number 1105746). The guarantee of each member of the Board is limited to £1. The governing document is the Memorandum and Articles of Association of the company, and the members of the Board of Trustees are the Directors of the company. The company is currently based on Floors 1-4, 3-5 Stoney Street, Nottingham, NG1 1LG.

Directors/Trustees

The Trustees also serve as Directors of the company and guarantee £1 each.

Appointment of Trustees

- Up to eight persons elected by and from the membership.
- Up to eight persons elected from Voluntary and Community Sector umbrella or infrastructure bodies or networks and communities of interest.
- Up to four persons, who may be but need not be members of the Company, co-opted by the Board of Trustees for their appropriate skills and experience of benefit to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

The current Trustees are as follows:

T A Cullen
M G Henry
S Azam
I McCann

The Board of Trustees shall endeavour to ensure that the Board reflects the diverse needs and interests of the communities it serves. Each Trustee is required to attend equality and diversity training, prevent and safeguarding on a regular basis. Enable seeks to identify areas of under representation on the Board and seeks to remedy this by requesting members to put forward appropriate candidates.

Trustee induction and training

Once appointed the Trustees have a series of induction sessions which includes a discussion with the Chief Executive on Enable's activities, the receiving of information on the roles and responsibilities of company directors and Trustees and a copy of the Trustee handbook.

The Voluntary and Community Sector Learning and Skills Consortium

We are fortunate that the majority of our Trustees are drawn from voluntary sector organisations and do not require an induction to the sector and most of their training needs are met by their employer. Enable is an organisation that provides training through its member organisations and Trustees are actively encouraged to participate in appropriate training.

Organisation and decision making

The Board currently convenes quarterly and holds additional strategic planning days. A finance sub-committee exists to scrutinise accounting and other financial information to be presented to the Board. In addition, other ad hoc committees are set up by Trustees and staff to fulfil changing operational requirements.

Enable Trustees have delegated management of Enable to the Chief Executive Officer who reports on the performance against the strategic and operational plans approved by the Trustees.

Fundraising

Enable does not carry out significant fundraising activities.

Related parties and co-operation with other organisations

During the year there have been transactions with related organisations. Once a year each Trustee completes a register of interests. The Trustees confirm that these transactions are at arm's length and the trustees cannot influence the terms of the transactions. The related party transactions are disclosed within Note 8 to the accounts.

Pay policy for senior staff

The Trustees consider themselves and the senior management team to comprise the key management personnel of Enable, in charge of directing and controlling, running and operation of the charity on a day-to-day basis.

All the Trustees give their time freely and no trustee received remuneration nor claimed expenses in the year.

Enable aligns all senior staff pay to the appropriate National Joint Council salary grade.

Trustees' responsibilities statement

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

The Voluntary and Community Sector Learning and Skills Consortium

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, 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;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charity's auditors in connection with preparing their report and to establish that the charity's auditors are aware of that information.

This report was approved by the Trustees and signed on their behalf by:



Teresa Cullen
Chair of Trustees

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Date:

The Voluntary and Community Sector Learning and Skills Consortium

Independent Auditors' Report to the members of The Voluntary and Community Sector Learning and Skills Consortium

Qualified Opinion

We have audited the financial statements of The Voluntary and Community Sector Learning and Skills Consortium (the 'charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, except for the possible effects of the matter described in the basis for qualified opinion section of our report, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for qualified opinion

We were unable to obtain adequate corroborative audit assurance in respect of the completeness and accuracy of certain funding income of £852k, in the absence of sufficient appropriate supporting documentation.

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

Material uncertainty related to going concern

We draw attention to note 1b in the financial statements, which indicates that conditions have been identified that may cast significant doubt on the charitable company's ability to continue as a going concern. As stated in note 1b, these events or conditions, along with other matters, indicate that a material uncertainty exists that may cast significant doubt on the ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

As described in the basis of qualified audit opinion section of our report, we were unable to satisfy ourselves concerning the completeness and accuracy of certain funding income, in the absence of sufficient appropriate supporting documentation. We have concluded that where the other information refers to the entity's income, it may be materially misstated for the same reason.

Matters on which we are required to report by exception

Except for the matter described in the basis for qualified audit opinion section of our report, in the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

Arising solely from the limitation of scope of our work relating to income, referred to above:

- we have not obtained we have not received all the information and explanations we require for our audit.
- we were unable to determine whether adequate accounting records have been kept or returns adequate for our audit have been received from branches not visited by us.

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

The Voluntary and Community Sector Learning and Skills Consortium

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made of having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. Based on our understanding of the charitable company and industry, we identify the key laws and regulations affecting the charitable company to include compliance with the Charities Act 2011 and Charity Commission Regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions.

We focussed on those areas that could give rise to a material misstatement in the financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

The Voluntary and Community Sector Learning and Skills Consortium

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Smith Cooper Audit Limited

Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date:

PKF Smith Cooper Audit Limited are eligible to act as auditors by virtue of section 1212 of the Companies Act 2006.

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Financial Activities (Incorporating the Income & Expenditure Account) Year ended 31 July 2023

	<u>Note</u>	<u>Unrestricted</u> <u>Funds</u> <u>2023</u> <u>£</u>	<u>Restricted</u> <u>Funds</u> <u>2023</u> <u>£</u>	<u>Total</u> <u>2023</u> <u>£</u>	<u>Total</u> <u>2022</u> <u>£</u>
Income					
Charitable Activities	3	1,504,567	90,840	1,595,407	1,714,465
Total Income		1,504,567	90,840	1,595,407	1,714,465
Resources Expended					
Expenditure on charitable activities	4	1,603,165	90,840	1,694,005	1,640,534
Total Expenditure		1,603,165	90,840	1,694,005	1,640,534
Net movement in Funds		(98,598)	-	(98,598)	73,931
Funds b/fwd as at 1st August 2022		271,456	-	271,456	197,526
Funds c/fwd as at 31st July 2023	16	172,858	-	172,858	271,457

The Voluntary and Community Sector Learning and Skills Consortium

Balance Sheet As at 31 July 2023 Company registration no: 4717124

	<u>Note</u>	<u>2023</u> £	£	<u>2022</u> £	£
Fixed Assets					
Tangible Assets	10		2,445		3,966
Current Assets					
Debtors	11	183,795		372,249	
Cash at Bank and in Hand		134,320		27,471	
			<u>318,115</u>		<u>399,720</u>
Liabilities					
Creditors falling due within one year	12	(147,702)		(132,229)	
Net Current Assets			170,413		267,491
Total Assets less Current Liabilities			172,858		271,457
Net Assets			<u>172,858</u>		<u>271,457</u>
Funds of the Charity					
Unrestricted Funds	15		172,858		271,457
Restricted Funds			-		-
Total Funds			<u>172,858</u>		<u>271,457</u>

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



Teresa Cullen
Chair of Trustees

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Cash Flows Year ended 31 July 2023

	<u>Note</u>	<u>2023</u> <u>£</u>	<u>2022</u> <u>£</u>
Net movement in funds		(98,598)	73,931
Depreciation of tangible assets		1,522	2,675
Decrease/(increase) in debtors		188,452	(47,390)
Increase/(decrease) in creditors		15,473	(30,772)
Cash used in operating activities	18	106,849	(1,556)
Purchase of tangible fixed assets		-	(1,820)
Disposal of tangible fixed assets		-	-
Cash used in investing activities		-	(1,820)
Net increase/(decrease) in cash and cash equivalents		106,849	(3,378)
Cash and cash equivalents at the beginning of the year		27,473	30,849
Cash and cash equivalents at the end of the year		134,320	27,471

The Voluntary and Community Sector Learning and Skills Consortium

Notes to the Financial Statements

1. Summary of significant accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The Voluntary and Community Sector Learning and Skills Consortium is a charitable company, limited by guarantee, incorporated in England within the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are to enable the voluntary and community sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs.

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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Voluntary and Community Sector Learning and Skills Consortium meets the definition of a public entity under FRS 102.

The financial statements are prepared on a going concern basis under the historical cost convention.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Going concern

On 31 January 2023 the Charity had an OFSTED inspection and was rated Inadequate. As a result, a number of contracts were terminated and the Charity suffered a significant loss of income. Other funding contracts have also recently completed and have not been replaced. The Charity has made a deficit in the year ended 31 July 2023 and has continued to report a deficit thereafter.

The Trustees have taken measures to realign the strategic direction of the Charity and therefore restructured operations and costs accordingly. It is the opinion of the Trustees, that notwithstanding the difficulties faced by the Charity, it can be successful in winning and delivering new contracts in the future, albeit on a much-reduced basis.

In preparing the financial statements on a going concern basis, the Board of Trustees have paid due regard to relevant forecast financial information and factored in sensitivities and uncertainties affecting the charity. Further comment has been made in the Trustees' Report. In the Trustee's opinion, the charity is a going concern for a minimum of twelve months from the date of the approval of the financial statements.

The Voluntary and Community Sector Learning and Skills Consortium

c) Income recognition

Incoming resources from charitable activities included grants for the specific provision of goods and services to be provided as part of Enable's charitable activities to its beneficiaries. Upon receipt, these resources are held in deferred income until the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specific as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to total outputs to be delivered.
- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Charity to make a surplus, the surplus is recognised in line with the proportion of the project completed.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of Enable. Restricted funds are monies which the donor has specified are to be solely used for particular projects undertaken by Enable.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs.

g) Tangible fixed assets

Items of expenditure of less than £250 are expensed to the Statement of Financial Activities in the year in which they are incurred. Enable depreciates its fixed assets over a period of 5 years on a straight-line basis.

h) Debtors

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

The Voluntary and Community Sector Learning and Skills Consortium

i) Creditors and provisions

Creditors and provisions are recognised where Enable 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

k) Pensions

Enable contributes up to 5% of gross salary to a money purchase scheme nominated by staff members to match contributions made by them. The pension charge in the accounts represents the amounts payable by Enable in respect of the year.

l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. Management considers there to be no significant accounting estimates.

m) Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Legal Status of the Charity

Enable is a company limited by guarantee and has no share capital.

3. Income from Charitable Activities

	<u>Unrestricted Funds 2023</u>	<u>Restricted Funds 2023</u>	<u>Unrestricted Funds 2022</u>	<u>Restricted Funds 2022</u>
Gross income from ESFA Contracts	1,412,766	-	1,624,963	-
Gross income from other funders	91,801	-	-	-
Funding from the Big Lottery – GAINN	-	90,840	-	89,502
	<u>1,504,567</u>	<u>90,840</u>	<u>1,624,963</u>	<u>89,502</u>

The Voluntary and Community Sector Learning and Skills Consortium

4. Analysis of Expenditure on Charitable Activities

	<u>ESFA</u> <u>Contracts</u>	<u>GAINN</u>	<u>Total</u>	<u>2022</u>
Direct Project Costs	874,075	13,720	887,795	942,815
Support Costs	687,685	67,680	755,365	665,971
Governance Costs	24,875	-	24,875	20,220
Central Premises Cost	16,530	9,440	25,970	11,528
	<u>1,603,165</u>	<u>90,840</u>	<u>1,694,005</u>	<u>1,640,534</u>

Expenditure on charitable activities was £1,694,005 (2022: £1,640,534) of which £1,603,165 (2022: £1,551,032) was unrestricted and £90,840 (2022: £89,502) was restricted.

5. Analysis of Governance and Support Costs

The charity initially identifies the costs of its support functions. It then identifies the costs which relate to the governance function. Having identified its governance cost the remaining costs are disclosed as support costs.

	<u>General Support</u>	<u>Governance</u>	<u>Total</u>	<u>2022</u>
Audit Fees	-	12,875	12,875	8,220
Accountancy Services & Admin Support	18,110	12,000	30,110	33,966
Salaries & Related Costs	645,549	-	645,549	599,726
General Office	45,781	-	45,781	44,279
	<u>709,440</u>	<u>24,875</u>	<u>734,315</u>	<u>686,191</u>

6. Net income/(expenditure) for the year

This is stated after charging:

	<u>2023</u> £	<u>2022</u> £
Auditors' remuneration:		
Audit Fees	12,875	8,220

7. Staff costs

	<u>2023</u>	<u>2022</u>
Average number of employees	23	24
	<u>2023</u>	<u>2022</u>
Salaries	554,324	530,693
Social Security Costs	42,268	40,811
Pension Costs	13,818	19,265
Voluntary redundancy costs	19,461	-
	<u>629,871</u>	<u>590,769</u>

The Voluntary and Community Sector Learning and Skills Consortium

Staff costs continued

No employees had benefits in excess of £60,000 during the year (2022: £Nil). Pension costs are wholly charged to unrestricted funds.

The Charity Trustees were not paid nor received any other benefits from employment with the Charity, neither were they reimbursed expenses during the year (2022: £Nil).

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer and the Senior Contract Managers. The total employee benefits of the key management personnel of the charity were £123,738 (2022: £132,077)

8. Related Party Transactions

The charity enjoys a close working relationship with other voluntary sector groups who nominate trustees.

The following is a summary of income given by entities where a trustee is employed:

			<u>2023</u>	<u>2022</u>
Transform Training	Teresa Cullen	Trustee	47,084	41,684

The following is a summary of purchases made from entities where a trustee is employed:

			<u>2023</u>	<u>2022</u>
Precise HR	Nikki Hufton	Trustee	7,780	4,896

Outstanding Balances at 31 July 2023: Within Trade Debtors

			<u>2023</u>	<u>2022</u>
Transform Training	Teresa Cullen	Trustee	7,940	8,806
Mansfield CVS	Steve Morris	Trustee	-	744

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

The Voluntary and Community Sector Learning and Skills Consortium

10. Tangible Fixed Assets

		ICT Equipment & Software £
Cost	As at 1st August 2022	19,312
	Additions	-
	Disposals	7,269
	As at 31st July 2023	<u>12,043</u>
Depreciation	As at 1st August 2022	15,346
	Charge for Year	1,522
	Eliminated on disposals	(7,269)
	As at 31st July 2023	<u>9,600</u>
Net Book Value	As at 31st July 2022	3,966
	As at 31st July 2023	<u>2,445</u>

11. Debtors

	<u>2023</u>	<u>2022</u>
<i>Amounts due within one year</i>		
Trade Debtors	87,744	103,422
Accrued Income	95,451	248,639
Prepayments & Other Debtors	600	20,188
	<u>183,795</u>	<u>372,249</u>

12. Creditors

	<u>2023</u>	<u>2022</u>
<i>Amounts due within one year</i>		
Trade Creditors	53,892	54,053
Deferred Income	30,263	36,180
Accruals	49,747	24,223
Short term compensated absences (holiday pay)	3,000	3,000
Other Creditors	10,800	14,773
	<u>147,702</u>	<u>132,229</u>

13. Reconciliation of Deferred Income

	<u>2023</u>	<u>2022</u>
Deferred income 1st August 2022	36,180	40,758
Resources deferred during the year	84,923	84,924
Amounts released during the year	(90,840)	(89,502)
Deferred income 31st July 2023	<u>30,263</u>	<u>36,180</u>

The Voluntary and Community Sector Learning and Skills Consortium

Reconciliation of Deferred Income Continued

The deferred income relates to restricted GAINN funding, and in 2023, money taken for courses to be run in the next year and is recognised when expended. The funding is closely monitored and reports are submitted quarterly with regard to spending against clear performance criteria within the contract. Furthermore, the contract states any unused element of the grant must be repaid on demand if not used at the end of the contract term.

14. Accounting Treatment of Funds

Unrestricted Funds

These funds are available for the Trustees to apply for the general purpose of the charity as set out in its Memorandum of Association. The Trustees may set aside part, or all of the charities unrestricted funds to be used for particular purposes in the future.

Restricted Funds

Restricted funds can only be used for particular restricted purposes with the objects of the charity. Restrictions arise where funds are provided for particular restricted purposes.

At the year end there was £30,263 (2022: £36,180) of unspent funds in relation to a restricted grant received from the National Lottery Community Fund.

15. Statement of Funds

	<u>Bal C/Fwd at 1st</u> <u>Aug 2022</u>	<u>Incoming</u> <u>Resources</u>	<u>Resources</u> <u>Expended</u>	<u>Bal C/Fwd at</u> <u>31st Jul 2023</u>
General Unrestricted Funds	271,457	1,504,567	(1,603,165)	172,858
Restricted Funds – National Lottery Community Fund GAINN	-	90,840	(90,840)	-
Total Funds	271,457	1,595,407	(1,694,005)	172,858

There are no funds in Enable that are classified as designated unrestricted funds.

16. Analysis of net assets between funds

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total</u>	<u>2022</u>
Tangible Fixed Assets	2,445	-	2,445	3,966
Debtors	183,795	-	183,795	372,249
Cash at Bank and in hand	134,320	-	134,320	27,471
Creditors	(147,702)	-	(147,702)	(132,229)
	172,858	-	172,858	271,457

17. Contingency

Some funders make payments dependent on detailed submissions made by Enable. The right is reserved to audit these submissions, retrospectively, and insist that information is recorded in particular formats. Every effort is made to comply with funders' requirements and to maintain records but there is a small risk at audit, some grants may be disallowed. Enable is not aware of any known risk in this respect.

The Voluntary and Community Sector Learning and Skills Consortium

18. Analysis of net assets between funds

	<u>2023</u>	<u>2022</u>
Net movement in funds	(98,598)	73,931
Decrease/(increase) in debtors	188,452	(47,390)
Increase/(decrease) in creditors	15,473	(30,774)
Depreciation	1,522	2,675
	<u>106,849</u>	<u>(1,558)</u>

19. Pension commitments

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £13,818 (2022: £19,265). Contributions of £1,596 (2022: £2,578) were payable to the scheme at the end of the year and are included within other creditors.

THE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

England & Wales - Charity number 1105746

Accounts

Registered Charity Number - 1105746
Company Registration Number - 4717124

The Voluntary and Community Sector Learning and Skills Consortium

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 July 2022

“To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs”

**Enable, Floors 1-4, 3-5 Stoney Street,
Nottingham NG1 1LG
Tel: 0115 7100 200 Email: enquiries@enable.uk.net Web: www.enable.uk.net**

The Voluntary and Community Sector Learning and Skills Consortium

Charity Reference and Administrative Details

Charity registration number: 1105746

Company registration number: 4717124

Trustees

A S Bunn
T A Cullen
M G Henry
B Palmer (Resigned 02/03/2022)
N Hufton (Resigned 08/02/2023)
S Azam
L Gibson (Resigned 16/02/2022)
A Birch
S Morris (Resigned 02/09/2022)
I McCann (Appointed 13/01/2022)

Interim CEO

N Hufton

Registered Office

Floors 1-4, 3-5 Stoney Street
Nottingham
NG1 1LG

Independent Auditors

PKF Smith Cooper Audit Limited
Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Bankers

Unit Trust Bank
Nine Brindleyplace
Birmingham
B1 2BH

The Voluntary and Community Sector Learning and Skills Consortium

Report from the Chair of Trustees for the year ended 31 July 2022

I am delighted to report on the progress and achievements of ENABLE during 2021 and 2022.

This was a year of continuing to make progress following the setbacks we, and our partner organisations, had experienced during the coronavirus pandemic, a year of ensuring ENABLE could thrive and meet the challenges of a different operating environment in the voluntary and community learning and skills sector.

We have had some notable achievements:

- In overcoming the challenges presented by the coronavirus pandemic, and getting back to face-to-face delivery, we have been able to further develop our online training delivery offer and enabled us to adopt a blended learning approach which is much more suitable for some of our learners.
- We have commenced delivery of National Skills Fund Level 3 qualifications.
- We have provided ESOL support to Afghan and Ukrainian learners who have been displaced from their countries, having worked with 250 ESOL learners during the year.
- We have worked with our partners who deliver AEB and Traineeships to build their capacity by enhancing their teaching and learning and providing additional support to help them embed and promote Prevent, Safeguarding and British Values.
- We have supported 45 young people to gain work in the voluntary and community sector through the Government's Kickstart Programme. We are pleased to report that 70% gained employment at the end of their six month initial contracts.
- A total of 180 learners gained qualification through our ESF STEM (Digital skills and SAIL Leadership and Management) project.

ENABLE is a membership organisation that promotes learning and skills in the voluntary and community sector in the East Midlands. Our achievements are made possible by the hard work of many people in different voluntary organisations who we partner with or subcontract with to deliver our contracts. I want to thank them for the extra efforts that they have all put in this year as we all grow stronger after the pandemic.

My thanks also to ENABLE's staff team and trustees for the great work that you all do to ensure the organisation's continuing success.



Teresa Cullen
Chair of Trustees

Date: 27/04/2023

The Voluntary and Community Sector Learning and Skills Consortium
Report of the Board of Trustees
For the year ended 31 July 2022
(Incorporating the Directors' report)

The Trustees present their report and the audited financial statements of the charity for the year ended 31 July 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

A S Bunn
T A Cullen
M G Henry
B Palmer (Resigned 02/03/2022)
N Hufton
S Azam
L Gibson (Resigned 16/02/2022)
A Birch
S Morris (Resigned 02/09/2022)
I McCann (Appointed 13/01/2022)

Objectives and Activities of Enable

The objectives of Enable as set out in the Memorandum and Articles of Association are to develop the capacity and skills of the members of the socially and economically disadvantaged communities of England in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular by:

- Assisting such charities and voluntary organisations to play a full role in the local and national learning and skills agenda and to make the most effective use of funding opportunities.
- Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

- To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs

The Voluntary and Community Sector Learning and Skills Consortium

Our Aims

- To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector;
- To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers;
- To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers;
- To meet the Workforce Development needs within the Voluntary and Community Sector;
- To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector.

Public Benefit Statement

This report sets out Enable's aims and the priorities and reports on the activity and successes in the year to the 31 July 2022, as well as explaining the plans for the current financial year. Enable's activities benefit:

1. Voluntary sector organisations that provide learning opportunities to local people by partnering with them and enhancing their ability to deliver learning through accessing funding on their behalf and providing training and support to enable them to increase the quality and scope of their provision to their beneficiaries.
2. Individuals in deprived communities' benefit from the provision of free learning opportunities. This increases their levels of skills and knowledge and enables them to access a greater range of employment opportunities.
3. The interaction between the governmental bodies and the voluntary and community sector in the East Midlands.

The Trustees have considered the Charity Commission's Public Benefit guidance and concluded:

1. That the aims of the organisation continue to be charitable.
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need.
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

Achievements and performance

As a result of Covid-19 restrictions being lifted, we were able to deliver face to face support and delivery for all our contracts and were successful in securing additional work and growing existing contracts that have contributed to an increase in business activities.

As with 2020/2021, we are able to report a positive financial performance for 2021/2022.

The Voluntary and Community Sector Learning and Skills Consortium

During the year in review, we have gained additional contracts and in partnership with our delivery partners achieved an increased level of success in supporting individuals into learning, achieving qualifications and employment.

We remain well established within the regional further education landscape and have further developed our partnerships in Northamptonshire, especially with North Northamptonshire Council. We continue to play a unique role in supporting voluntary and community sector organisations' involvement in the delivery of local learning and skills provision.

The main services provided and the progress against our aims in 2021/2022

To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector.

We play a key role in ensuring the Voluntary and Community Sector has a voice within the relevant local planning and decision-making structures for employment and skills. This year with Covid-19 restrictions removed we have been able to attend more face to face meetings and reiterate the importance the Voluntary and Community Sector makes in regards to the learning, skills and employment agenda.

We work across the East Midlands with Voluntary and Community Sector organisations in each of the region's counties engaged in delivering learning and skills contracts. This year we have been able to visit delivery partners and engaged with new organisations who have subsequently become members of Enable.

A key role for Enable is to provide members with up-to-date relevant information about changes, developments and opportunities within the learning, skills, and employment arena. With the introduction of a new website and increased social media presence, we are able to reach a wider audience with enhanced and accessible content.

To provide high quality, integrated employment, and skills programmes through a consortium of Voluntary and Community Sector providers.

Enable continues to support VCS providers in accessing funding to provide learning and skills programmes that meet local needs, where they are unable to do so independently.

During the year partners supported 45 young people into employment via the Kickstart programme and have been delivering European Social Fund projects, for example Pathways to Health and Social Care a programme to support unemployed and inactive individuals to gain learning/qualifications and employment in the Health and Social Care Sector.

Following our successful procurement of the Adult Education Budget Funding, not only have we been able to contract with additional Voluntary and Community Sector providers, but our achievement rates are moving closer to pre-pandemic levels.

Enable continues to deliver the GAINN project funded by the Community Fund in Northamptonshire to support socially isolated and vulnerable young people. This project provides young people with 36 weeks' worth of support as the transition through the three stages, with our goal of helping them to develop confidence, resilience, volunteering, training, and employment at the end project. It has been an encouraging year as more young people have felt confident to engage in the project post Covid-19 and over 27% of the young people on the project have gained apprenticeships and/or employment.

The Voluntary and Community Sector Learning and Skills Consortium

Enable is committed to building the capacity of voluntary and community sector organisations in order that they can effectively deliver high quality learning and skills provision within their communities. Accordingly, support for quality improvement and the accreditation of learning is built into the organisation's core activities.

Through the work of our Quality Lead, we are continually improving our standards regarding teaching and learning, the learner's journey and progressions into further learning and employment. We continue to work with delivery partners to achieve demanding targets and standards of quality, we provide ongoing support and training to all Voluntary and Community Sector partners with visits to delivery partners premises, standardisation meeting and training/workshops.

To meet the Workforce Development needs within the Voluntary and Community Sector.

Enable aims to encourage and support workforce development within the Voluntary and Community Sector, raising awareness of the opportunities available and helping organisations identify their needs and access the appropriate support.

Post pandemic we have been working on the promotion of Apprenticeships within the Voluntary and Community Sector and are looking at additional Apprenticeships that meet the needs of the sector, for example Fund-Raising Apprenticeships. Enable continue to deliver a European Social Fund project to support the workforce needs of employers in the D2N2 area. We are delivering on two projects, SAIL (Leadership and Management qualifications) and STEM (Digital/IT qualifications). This is a great opportunity for our members to access free training that will support them to identify and close skills gaps within their organisations.

Principal risks and uncertainties

The Board of Trustees has been reviewing, during the year, the potential risks to which the charity is exposed, particularly business, operational and financial risks. The Trustees are working towards producing procedures and reporting regimes to manage and reduce any identified risks. The funding is generally short term, and the Trustees' view is that the greatest risk to the organisation is continuation of such funding. The Board were aware of how Covid-19 has impacted on the achievement levels and recruitment of apprenticeships that saw a reduction in starts compared to the previous year. The board acknowledges that despite the loss of a significant contract subsequent to 31 July 2022, the charity remains a going concern and steps have been taken to ensure the future viability of the organisation.

Financial Review

Enable finishes the year with a surplus of £73,931 for the 12 months ending 31 July 2022, strengthening reserves to total £271,457 at the end of the year.

In assessing the going concern position for Enable for the 12 months from the date of approval of these financial statements, the trustees have reviewed detailed financial forecasts and are confident that there will continue to be sufficient cash available to meet the liabilities as they fall due.

On this basis the trustees believe that the preparation of the financial statements on a going concern basis is appropriate and the financial statements do not include adjustments that would result if Enable were to be unable to continue as a going concern.

The Voluntary and Community Sector Learning and Skills Consortium

At the year end the cash position of £27,473 is lower than the prior year of £30,849. The year end debtors figure of £372,248 is higher than the previous year's figure of £324,858. The debtors figure in both years mainly relates to accrued income from monies owed to Enable. The year end creditors figure of £132,230 due within one year is lower than last year's figure of £163,002 these figures include £36,180 (2021: £40,758) of deferred income on restricted funds. There are no creditors falling due after more than one year.

Enable, in common with other education and training providers, remains vulnerable to the possibility of funds being clawed back by funders at a later date following audit. Enable is not aware at present of any risk in regard to any of its current projects.

Reserves policy

The Trustees have examined Enable's requirement for available reserves and estimate that £250,000 in general unrestricted reserves would be needed in order to:

- Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated;
- Cover amounts that would be owed to providers and staff in the event of a termination or reduction of activities;
- Meet arising liabilities that are not covered by project funding;
- Cover short term funding requirements (for instance where an upfront amount of expenditure is needed to start a project);
- Provide cover against termination costs of a project;
- Provide working capital in the event that grant income is delayed;
- Demonstrate financial stability in order to be able to be successful in bidding for large scale projects;
- Pilot development projects.

Enable currently has £271,457 in general reserves (£197,526 in 2021).

Plans for future periods

Our priorities for 2022/23 include:

- Continuing to grow and diversify our existing funded programmes and securing new sources of funding so that Voluntary and Community Sector organisations are able to increase their contribution to local and national priorities and targets;
- Increasing the take up of workforce development within the Voluntary and Community Sector, particularly Apprenticeships, AEB National Skills and European Social Fund Leadership and Management and STEM Digital skills.
- Further enhance quality systems, support to sub-contractors through workshops and staff training with regards to initial assessment, Individual Learning Plans, learners' progression and monitoring of teaching and learning to enable us to meet Ofsted inspection grade 1 across all inspection areas;
- Successfully maintain and further develop our offer for the Matrix Standard;
- Maintaining a strong network of VCS providers across all counties of the region and reintroduce Members' meetings and an annual conference incorporating our awards ceremony;

The Voluntary and Community Sector Learning and Skills Consortium

- Continue to develop partnerships that enable us to respond to regional funding opportunities – for example Multiply and UK Shared prosperity Fund;
- Continue to deliver our GAINN project – legacy funding from the Talent Match programme;
- Ensuring the VCS is effectively represented;
- Increasing the number of our members and promote Enable work;
- Increase the number of members delivering accredited programmes;
- Promoting the Enable brand and increasing our social media presence;
- Increasing the variety of Advanced Learner Loan and National Skills level 3 qualifications;
- Working with our members to provide routeways for social mobility and inclusive employment through our programmes and partnerships.

Structure, Governance and Management

Governing Document

The Nottingham and Nottinghamshire Voluntary and Community Learning and Skills Consortium was incorporated by guarantee on 31 March 2003 (registered company number 4717124). On 8 July 2014, the company changed its name to The Voluntary and Community Sector Learning and Skills Consortium to reflect the wide geographical coverage it now has.

The company operates under the name Enable. It does not have share capital and has obtained exemption under Section 30 of the Companies Act 1985 to dispense with the word Limited as part of the company name. Charitable status was granted on 6 September 2004 (registered charity number 1105746). The guarantee of each member of the Board is limited to £1. The governing document is the Memorandum and Articles of Association of the company, and the members of the Board of Trustees are the Directors of the company. The company is currently based on Floors 1-4, 3-5 Stoney Street, Nottingham, NG1 1LG.

Directors/Trustees

The Trustees also serve as Directors of the company and guarantee £1 each.

Appointment of Trustees

The minimum number of Trustees is eight and the maximum twenty chosen as follows:

- Up to eight persons elected by and from the membership.
- Up to eight persons elected from Voluntary and Community Sector umbrella or infrastructure bodies or networks and communities of interest.
- Up to four persons, who may be but need not be members of the Company, co-opted by the Board of Trustees for their appropriate skills and experience of benefit to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

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The current Trustees are as follows:

A S Bunn
T A Cullen, Chair
M G Henry
N Hufton, Vice Chair
S Azam
A Birch
I McCann

The Board of Trustees shall endeavour to ensure that the Board reflects the diverse needs and interests of the communities it serves. Each Trustee is required to attend equality and diversity training, prevent and safeguarding on a regular basis. Enable seeks to identify areas of under representation on the Board and seeks to remedy this by requesting members to put forward appropriate candidates.

Trustee induction and training

Once appointed the Trustees have a series of induction sessions which includes a discussion with the Chief Executive on Enable's activities, the receiving of information on the roles and responsibilities of company directors and Trustees and a copy of the Trustee handbook.

We are fortunate that the majority of our Trustees are drawn from voluntary sector organisations and do not require an induction to the sector and most of their training needs are met by their employer. Enable is an organisation that provides training through its member organisations and Trustees are actively encouraged to participate in appropriate training.

Organisation and decision making

The Board currently convenes quarterly and holds additional strategic planning days. A finance sub-committee exists to scrutinise accounting and other financial information to be presented to the Board. In addition, other ad hoc committees are set up by Trustees and staff to fulfil changing operational requirements.

Enable Trustees have delegated management of Enable to the Chief Executive Officer who reports on the performance against the strategic and operational plans approved by the Trustees.

The Chief Executive Officer, Ian Newton, has responsibility for planning and developing the services and strategies for Enable within clear policies and protocols set by the Trustees. The Chief Executive Officer ensures that the staff team is recruited and supported to provide the skills and expertise to run a specialist organisation like Enable.

Fundraising

Enable does not carry out significant fundraising activities.

Related parties and co-operation with other organisations

During the year there have been transactions with related organisations. Once a year each Trustee completes a register of interests. The Trustees confirm that these transactions are at arm's length and the trustees cannot influence the terms of the transactions. The related party transactions are disclosed within Note 9 to the accounts.

The Voluntary and Community Sector Learning and Skills Consortium

Pay policy for senior staff

The Trustees consider themselves and the senior management team to comprise the key management personnel of Enable, in charge of directing and controlling, running and operation of the charity on a day-to-day basis.

All the Trustees give their time freely and no trustee received remuneration nor claimed expenses in the year. The related party transactions are disclosed within Note 9 to the accounts.

Enable aligns all senior staff pay to the appropriate National Joint Council salary grade.

Trustees' responsibilities statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, 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;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

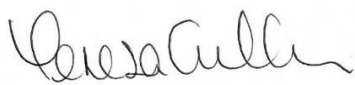
The Voluntary and Community Sector Learning and Skills Consortium

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charity's auditors in connection with preparing their report and to establish that the charity's auditors are aware of that information.

This report was approved by the Trustees and signed on their behalf by:



Teresa Cullen
Chair of Trustees

Date: 27/04/2023

The Voluntary and Community Sector Learning and Skills Consortium

Independent Auditors' Report to the members of The Voluntary and Community Sector Learning and Skills Consortium

Opinion

We have audited the financial statements of The Voluntary and Community Sector Learning and Skills Consortium (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the

The Voluntary and Community Sector Learning and Skills Consortium

other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (incorporating the director's report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. Based on our understanding of the charitable company and industry, we identify the key laws and regulations affecting the charitable company. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions.

We focussed on those areas that could give rise to a material misstatement in the financial statements. Our procedures included, but were not limited to:

- enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- reviewing minutes of meetings of those charged with governance where available;
- reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The Voluntary and Community Sector Learning and Skills Consortium

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

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

Sarah Flear (Senior Statutory Auditor)
for and on behalf of
PKF Smith Cooper Audit Limited
Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Financial Activities (Incorporating the Income & Expenditure Account) Year ended 31 July 2022

	<u>Note</u>	<u>Unrestricted</u> <u>Funds</u> <u>2022</u> <u>£</u>	<u>Restricted</u> <u>Funds</u> <u>2022</u> <u>£</u>	<u>Total</u> <u>2022</u> <u>£</u>	<u>Total</u> <u>2021</u> <u>£</u>
Income					
Charitable Activities	3	1,624,963	89,502	1,714,465	1,294,999
Other income	4	-	-	-	4,674
Total Income		1,624,963	89,502	1,714,465	1,299,673
Resources Expended					
Expenditure on charitable activities	5	1,551,032	89,502	1,640,534	1,229,995
Total Expenditure		1,551,032	89,502	1,640,534	1,229,995
Net movement in Funds		73,931	-	73,931	69,678
Funds b/fwd as at 1st August 2021		197,526	-	197,526	127,848
Funds c/fwd as at 31st July 2022	16	271,457	-	271,457	197,526

The Voluntary and Community Sector Learning and Skills Consortium

Balance Sheet As at 31 July 2022 Company registration no: 4717124

	<u>Notes</u>	<u>2022</u> £	£	<u>2021</u> £	£
Fixed Assets					
Tangible Assets	11		3,966		4,821
Current Assets					
Debtors	12	372,249		324,858	
Cash at Bank and in Hand		27,471		30,849	
			399,720		355,707
Liabilities					
Creditors falling due within one year	13		(132,229)		(163,002)
Net Current Assets			267,491		192,705
Total Assets less Current Liabilities			271,457		197,526
Net Assets			271,457		197,526
Funds of the Charity					
Unrestricted Funds	16		271,457		197,526
Restricted Funds			-		-
Total Funds			271,457		197,526

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

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



Teresa Cullen
Chair of Trustees

Date: 27/04/2023

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Cash Flows Year ended 31 July 2022

	<u>Note</u>	<u>2022</u> <u>£</u>	<u>2021</u> <u>£</u>
Cash used in Operating Activities	19	(1,558)	(109,728)
Interest income		-	-
Purchase of tangible fixed assets		(1,820)	(1,976)
Disposal of tangible fixed assets		-	-
Cash used in investing activities		<u>(1,820)</u>	<u>(2,696)</u>
Increase in cash and cash equivalents in the year		<u>(3,378)</u>	<u>(111,704)</u>
Cash and cash equivalents at the beginning of the year		30,849	142,553
Cash and cash equivalents at the end of the year		<u>27,471</u>	<u>30,849</u>

The Voluntary and Community Sector Learning and Skills Consortium

Notes to the Financial Statements

1. Summary of significant accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The Voluntary and Community Sector Learning and Skills Consortium is a charitable company, limited by guarantee, incorporated in England within the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are to enable the voluntary and community sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs.

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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Voluntary and Community Sector Learning and Skills Consortium meets the definition of a public entity under FRS 102.

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees acknowledge that low reserves indicate the existence of uncertainty but do not consider this uncertainty to be material. The Trustees are of the view that the continued profitability of the charity in the recent years will continue, having eradicated the negative reserves on the unrestricted funds, and on that basis the Trustees confirm that the charity is a going concern.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Going concern

In preparing the financial statements on a going concern basis, the Board of Trustees have paid due regard to relevant forecast financial information – including cash flows and funding from key supporters – and factored in sensitivities and uncertainties affecting the charity. Further comment has been made in the Trustees' Report. In the Trustee's opinion, notwithstanding the loss of a significant contract subsequent to 31 July 2022, the charity is a going concern for a minimum of twelve months from the date of the approval of the financial statements.

The Voluntary and Community Sector Learning and Skills Consortium

c) Income recognition

Incoming resources from charitable activities included grants for the specific provision of goods and services to be provided as part of Enable's charitable activities to its beneficiaries. Upon receipt, these resources are held in deferred income until the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specific as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to total outputs to be delivered.
- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Charity to make a surplus, the surplus is recognised in line with the proportion of the project completed.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of Enable. Restricted funds are monies which the donor has specified are to be solely used for particular projects undertaken by Enable.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs.

g) Tangible fixed assets

Items of expenditure of less than £250 are expensed to the Statement of Financial Activities in the year in which they are incurred. Enable depreciates its fixed assets over a period of 5 years on a straight-line basis.

h) Debtors

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

The Voluntary and Community Sector Learning and Skills Consortium

i) Creditors and provisions

Creditors and provisions are recognised where Enable 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

k) Pensions

Enable contributes up to 5% of gross salary to a money purchase scheme nominated by staff members to match contributions made by them. The pension charge in the accounts represents the amounts payable by Enable in respect of the year.

l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. Management consider there to be no significant accounting estimates.

m) Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Legal Status of the Charity

Enable is a company limited by guarantee and has no share capital.

3. Income from Charitable Activities

	<u>Unrestricted Funds 2022</u>	<u>Restricted Funds 2022</u>	<u>Unrestricted Funds 2021</u>	<u>Restricted Funds 2021</u>
Gross Income from ESFA Contracts	1,624,963	-	1,209,147	-
Funding from the Big Lottery – GAINN	-	89,502	-	85,852
	1,624,963	89,502	1,209,147	85,852

4. Other income

	2022	2021
	£	£
Coronavirus Job Retention Scheme grant	-	4,674

The Voluntary and Community Sector Learning and Skills Consortium

5. Analysis of Expenditure on Charitable Activities

	<u>ESFA</u> <u>Contracts</u>	<u>GAINN</u>	<u>Total</u>	<u>2021</u>
Direct Project Costs	932,103	10,712	942,815	717,109
Support Costs	594,689	71,282	665,971	467,989
Governance Costs	20,220	-	20,220	20,220
Central Premises Cost	4,020	7,508	11,528	24,677
	<u>1,551,032</u>	<u>89,502</u>	<u>1,640,534</u>	<u>1,229,995</u>

Expenditure on charitable activities was £1,640,532 (2021: £1,229,995) of which £1,551,032 (2021: £1,144,143) was unrestricted and £89,502 (2021: £85,852) was restricted.

6. Analysis of Governance and Support Costs

The charity initially identifies the costs of its support functions. It then identifies the costs which relate to the governance function. Having identified its governance cost the remaining costs are disclosed as support costs.

	<u>General Support</u>	<u>Governance</u>	<u>Total</u>	<u>2021</u>
Audit Fees	-	8,220	8,220	13,300
Accountancy Services & Admin Support	21,966	12,000	33,966	28,128
Salaries & Related Costs	599,726	-	599,726	419,048
General Office	44,279	-	44,279	27,733
	<u>665,971</u>	<u>20,220</u>	<u>686,191</u>	<u>488,209</u>

7. Net income/(expenditure) for the year

This is stated after charging:

	<u>2022</u> <u>£</u>	<u>2021</u> <u>£</u>
Auditors' remuneration:		
Audit Fees	8,220	8,220

8. Staff costs

	<u>2022</u>	<u>2021</u>
Average number of employees	24	15
	<u>2022</u>	<u>2021</u>
Salaries	530,693	375,028
Social Security Costs	40,811	27,243
Pension Costs	19,265	13,567
	<u>590,769</u>	<u>415,838</u>

No employees had benefits in excess of £60,000 during the year (2021: nil). Pension costs are wholly charged to unrestricted funds.

The Voluntary and Community Sector Learning and Skills Consortium

The Trustees were not paid nor received any other benefits from employment with the Charity, neither were they reimbursed expenses during the year (2021: £nil).

The key management personnel of the Charity comprise the Trustees, the Chief Executive Officer and the Senior Contract Managers. The total employee benefits of the key management personnel of the charity were £132,077 (2021: £127,337).

9. Related Party Transactions

The Charity enjoys a close working relationship with other voluntary sector groups who nominate trustees.

The following is a summary of income given by entities where a trustee is employed:

			<u>2022</u>	<u>2021</u>
Mansfield CVS	Steve Morris	Trustee	-	4,466
Transform Training	Teresa Cullen	Trustee	41,684	19,741

The following is a summary of purchases made from entities where a trustee is employed:

			<u>2022</u>	<u>2021</u>
Precise HR	Nikki Hufton	Trustee	4,896	741

Outstanding Balances at 31 July 2022: Within Trade Debtors

			<u>2022</u>	<u>2021</u>
Transform Training	Teresa Cullen	Trustee	8,806	-
Mansfield CVS	Steve Morris	Trustee	744	744

10. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

The Voluntary and Community Sector Learning and Skills Consortium

11. Tangible Fixed Assets

		ICT Equipment & Software £
Cost	As at 1st August 2021	17,492
	Additions	1,820
	Disposals	-
	As at 31st July 2022	19,312
Depreciation	As at 1st August 2021	12,671
	Charge for Year	2,675
	Eliminated on disposals	-
	As at 31st July 2022	15,346
Net Book Value	As at 31st July 2021	4,821
	As at 31st July 2022	3,966

12. Debtors

	<u>2022</u>	<u>2021</u>
All amounts due within one year		
Trade Debtors	103,422	168,388
Accrued Income	248,639	150,601
Prepayments & Other Debtors	20,188	5,869
	372,249	324,858

13. Creditors

	<u>2022</u>	<u>2021</u>
Amounts due within one year		
Trade Creditors	54,053	55,134
Deferred Income	36,180	40,758
Accruals	24,223	43,682
Short term compensated absences (holiday pay)	3,000	9,218
Other Creditors	14,773	14,210
	132,229	163,002

14. Reconciliation of Deferred Income

	<u>2022</u>	<u>2021</u>
Deferred income 1st August 2021	40,758	43,050
Resources deferred during the year	84,924	84,924
Amounts released during the year	(89,502)	(87,216)
Deferred income 31st July 2022	36,180	40,758

The Voluntary and Community Sector Learning and Skills Consortium

The deferred income relates to restricted GAINN funding and, in 2022, money taken for courses to be run in the next year and is recognised when expended. The funding is closely monitored and reports are submitted quarterly with regard to spending against clear performance criteria within the contract. Furthermore, the contract states any unused element of the grant must be repaid on demand if not used at the end of the contract term.

15. Accounting Treatment of Funds

Unrestricted Funds

These funds are available for the Trustees to apply for the general purpose of the Charity as set out in its Memorandum of Association. The Trustees may set aside part, or all of the charities unrestricted funds to be used for particular purposes in the future.

Restricted Funds

Restricted funds can only be used for particular restricted purposes with the objects of the charity. Restrictions arise where funds are provided for particular restricted purposes.

At the year end there was £36,180 (2021: £38,809) of unspent funds in relation to a restricted grant received from the National Lottery Community Fund received during the year.

16. Statement of Funds

	<u>Bal C/Fwd at 1st Aug 2021</u>	<u>Incoming Resources</u>	<u>Resources Expended</u>	<u>Bal C/Fwd at 31st Jul 2022</u>
General Unrestricted Funds	197,526	1,624,963	(1,551,032)	271,457
Restricted Funds – National Lottery Community Fund GAINN	-	89,502	(89,502)	-
Total Funds	197,526	1,714,465	(1,640,534)	271,457

There are no funds in Enable that are classified as designated unrestricted funds.

17. Analysis of net assets between funds

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total</u>	<u>2021</u>
Tangible Fixed Assets	3,966	-	3,966	4,821
Debtors	372,249	-	372,249	324,858
Cash at Bank and in hand	27,471	-	27,471	30,849
Creditors	(132,229)	-	(132,229)	(163,002)
	271,457	-	271,457	197,526

18. Contingency

Some funders make payments dependent on detailed submissions made by Enable. The right is reserved to audit these submissions, retrospectively, and insist that information is recorded in particular formats. Every effort is made to comply with funders' requirements and to maintain records but there is a small risk at audit, some grants may be disallowed. Enable is not aware of any known risk in this respect.

The Voluntary and Community Sector Learning and Skills Consortium

19. Cash used in operating activities

	<u>2022</u>	<u>2021</u>
Net movement in funds	73,931	69,678
Decrease/ (increase) in debtors	(47,390)	(214,412)
Increase/ (decrease) in creditors	(30,774)	32,762
Depreciation	2,675	2,244
	<u>(1,558)</u>	<u>(109,728)</u>

20. Pension commitments

The Charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Charity to the scheme and amounted to £19,265 (2021: £13,567). Contributions of £2,578 (2021: £1,663) were payable to the scheme at the end of the year and are included within other creditors.

THE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

England & Wales - Charity number 1105746

Accounts

Registered Charity Number - 1105746
Company Registration Number - 4717124

The Voluntary and Community Sector Learning and Skills Consortium

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 July 2021

“To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs”

Enable, Floors 1-4, 3-5 Stoney Street,
Nottingham NG1 1LG
Tel: 0115 7100 200 Email: enquiries@enable.uk.net Web: www.enable.uk.net

The Voluntary and Community Sector Learning and Skills Consortium

Charity Reference and Administrative Details

Charity registration number: 1105746

Company registration number: 4717124

Trustees	A S Bunn T A Cullen M G Henry B Palmer N Hufton S Azam L Gibson A Birch (Appointed 28 th January 2021) S Morris (Appointed 8 th March 2021)
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CEO	I Newton
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Registered Office	Floors 1-4, 3-5 Stoney Street Nottingham NG1 1LG
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Auditor	PKF Smith Cooper Audit Limited 2 Lace Market Square Nottingham NG1 1PB
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Bankers	Unit Trust Bank Nine Brindleyplace Birmingham B1 2BH
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**Report from the Chair of Trustees
For the year ended 31 July 2021**

I am delighted to report on the progress and achievements of ENABLE during 2020 and 2021.

Last year I reported that there would be no doubt that the Coronavirus pandemic would ensure that 2020 would be remembered as a very challenging year for the whole Country, and the learning and skills sector had its particular challenges as a part of that. Despite our hopes that 2021 would be a return to some semblance of normal, we now know that Coronavirus continued to dominate the narrative throughout the year causing uncertainty and ongoing difficulties, not only for us, but for many of our members and delivery partners.

One major challenge that we faced during the past year was the ESFA's new rule change that would only permit providers to sub-contract out 25% of ESFA contracts. This would have prevented us from fulfilling our main charitable objective of winning contracts on behalf of our members in the voluntary sector. We successfully argued that our purpose as an organisation relied on us being able to sub-contract with other VCS organisations and I am relieved to report that we have won a reprieve for the next financial year. This welcome decision means that we can continue to provide the service we have always offered and will allow us to work with new voluntary and community sector learning providers.

Despite the challenges we are able to report on some noteworthy achievements;

- Enable are one of eighty-three providers who secured an Adult Education Budget contract with the ESFA and one of twenty-three who are delivering the new National Skills Level 3 diplomas,
- Secured ESF money to support unemployed people to pursue a career in Health and Social Care and to capacity build the sector with regards to Leadership and Management and Digital skills,
- Over 150 ESOL learners (some of whom had recently arrived from Afghanistan) to improve their English and 50 learners have now progressed onto ESOL accredited courses,
- We have continued to support the most disadvantage individuals in our communities throughout these very difficult times with great success.

As usual, thanks go to my fellow Trustees for their continued support during another unusual year, and to our staff who have met every challenge that have been put to them. I also want to thank all of our member organisations, our partners in the voluntary and community learning and skills sector for the hard work and dedication that goes into achieving the outcomes that improve the life chances of so many people in our local communities.



Teresa Cullen
Chair of Trustees

Date: 28/03/2022

**Report of the Board of Trustees
For the year ended 31 July 2021
(Incorporating the Directors' report)**

The Trustees present their report and the audited financial statements of the charity for the year ended 31 July 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

A S Bunn	
T A Cullen	
M G Henry	
B Palmer	
N Hufton	
S Azam	
L Gibson	
A Birch	(appointed 28 th January 2021)
S Morris	(appointed 8 th March 2021)

Objectives and Activities of Enable

The objectives of Enable as set out in the Memorandum and Articles of Association are to develop the capacity and skills of the members of the socially and economically disadvantaged communities of England in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular by:

- Assisting such charities and voluntary organisations to play a full role in the local and national learning and skills agenda and to make the most effective use of funding opportunities.
- Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

- To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs

Our Aims

- To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector;
- To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers;
- To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers;
- To meet the Workforce Development needs within the Voluntary and Community Sector;
- To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector.

Public Benefit Statement

This report sets out Enable's aims and the priorities and reports on the activity and successes in the year to the 31 July 2021, as well as explaining the plans for the current financial year. Enable's activities benefit:

1. Voluntary sector organisations that provide learning opportunities to local people by partnering with them and enhancing their ability to deliver learning through accessing funding on their behalf and providing training and support to enable them to increase the quality and scope of their provision to their beneficiaries.
2. Individuals in deprived communities' benefit from the provision of free learning opportunities. This increases their levels of skills and knowledge and enables them to access a greater range of employment opportunities.
3. The interaction between the governmental bodies and the voluntary and community sector in the East Midlands.

The Trustees have considered Public Benefit and concluded:

1. That the aims of the organisation continue to be charitable.
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need.
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

Achievements and performance

Despite the continued effects of COVID-19, 2020/2021 saw us grow our existing business and commence delivery of new contracts to support the business activities until the end of 2023.

As with 2019/2020, we are able to report a positive financial performance for 2020/2021.

The Voluntary and Community Sector Learning and Skills Consortium

During the year in review, we have continued to grow our existing contracts and have achieved an increased level of success in securing new business opportunities and contracts for the voluntary and community sector consortium.

We remain well established within the regional further education landscape and have continued to develop our partnerships in Northamptonshire. We play a unique role in supporting voluntary and community sector organisations' involvement in the delivery of local learning and skills provision.

The main services provided and the progress against our aims in 2020/2021

To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector

We play a key role in ensuring the Voluntary and Community Sector has a voice within the relevant local planning and decision-making structures for employment and skills. This year it has been a challenge to be as actively involved due to Covid, with a number of meetings either cancelled, or the partnership groups no longer meet. I am hopeful that we will be able to re-engage with some of these partnership in 2022.

We work across the East Midlands with Voluntary and Community Sector organisations in each of the region's counties engaged in delivering learning and skills contracts. Even though it has been a difficult year we have been able to engage with new organisations who have subsequently become members of Enable.

A key role for Enable is to provide members with up-to-date relevant information about changes, developments and opportunities within the learning, skills, and employment arena. With the further development of our social media profile, we are able to reach a wider audience with enhanced content.

To provide high quality, integrated employment, and skills programmes through a consortium of Voluntary and Community Sector providers.

Enable continues to support VCS providers in accessing funding to provide learning and skills programmes that meet local needs, where they are unable to do so independently.

Enable has been successful in securing new contracts that have helped the business to grow and provide additional opportunities for our Voluntary and Community Sector providers. For example, Enable commenced the delivery of a European Social Fund project, Pathways to Health and Social Care a programme to support unemployed and inactive individuals to gain learning/qualifications and employment in the health and Social Care Sector.

The ESFA undertook a procurement of Adult Education Budget Funding in February and Enable were notified in July that they were one of 83 providers to be issued with a contract for 2021-2022 academic year. This is a great achievement and will enable us to work with additional Voluntary and Community Sector providers.

Enable continues to deliver the GAINN project funded by the Community Fund in Northamptonshire to support socially isolated and vulnerable young people. This project provides young people with 36 weeks' worth of support as the transition through the three stages, with our goal of helping them to develop confidence, resilience, volunteering, training, and employment at the end project. It has been a challenging year for the project as a consequence of COVID, referrals to the project have only picked up in July, we have been restricted in meeting up with young people face to face to engage in social activities and undertake volunteering opportunities.

The Voluntary and Community Sector Learning and Skills Consortium

Enable is committed to building the capacity of voluntary and community sector organisations in order that they can effectively deliver high quality learning and skills provision within their communities. Accordingly support for quality improvement and the accreditation of learning is built into the organisation's core activities.

Through the work of our Quality Lead, we are continually improving our standards and increasing success rates across all our programmes (unfortunately COVID has had an impact on our Apprenticeship provision, most notably in the Health and Social Care sector). We continue to work with delivery partners to achieve demanding targets and standards of quality, we provide ongoing support and training to all Voluntary and Community Sector partners with on-site mentoring, standardisation meeting and workshops.

To meet the Workforce Development needs within the Voluntary and Community Sector

Enable aims to encourage and support workforce development within the Voluntary and Community Sector, raising awareness of the opportunities available and helping organisations identify their needs and access the appropriate support.

We continue to support the growth of Apprenticeships within the Voluntary and Community Sector and have recently commenced the delivery of Fund-Raising Apprenticeships, which is proving to be very popular. Enable are delivering a European Social Fund project to support the workforce needs of employers in the D2N2 area. We are delivering on two projects, SAIL (Leadership and Management qualifications) and STEM (Digital/IT qualifications). This is a great opportunity for our members to access free training that will support them to identify and close skills gaps within their organisations.

Principal risks and uncertainties

The Board of Trustees has been reviewing, during the year, the potential risks to which the charity is exposed, particularly business, operational and financial risks. The Trustees are working towards producing procedures and reporting regimes to manage and reduce any identified risks. The funding is generally short term, and the Trustees view is that the greatest risk to the organisation is continuation of such funding. The Board were aware of ESFA's decision to review sub-contracting arrangements, which could have resulted in a reduction of delivery partners in the future. However, we were successful in lobbying the ESFA and we are now exempted from the new sub-contracting rules, which is excellent news for our delivery partners and more importantly our learners who often live in some of the most deprived communities in the country. COVID-19 remains a risk, particularly in relation to recruitment of apprenticeship and have seen a reduction in starts compared to the previous year and classroom-based learning.

Financial Review

Enable finishes the year with a surplus of £69,678 for the 12 months ending the 31 July 2021 strengthening reserves to total £197,526 at the end of the year.

In assessing the going concern position for Enable for the 12 months from the date of approval of the accounts, the trustees have prepared detailed financial forecasts and are confident that there will continue to be sufficient cash available to meet the liabilities as they fall due.

The Voluntary and Community Sector Learning and Skills Consortium

On this basis the trustees believe that the preparation of the financial statements on a going concern basis is appropriate and the financial statements do not include adjustments that would result if Enable were to be unable to continue as a going concern.

At the year end the cash position of £30,849 is lower than the prior year of £142,553. The year end debtors figure of £324,858 is higher than the previous year's figure of £110,446. The debtors figure in both years mainly relates to accrued income from monies owed to Enable. The year end creditors figure of £163,002 due within one year is higher than the last year's figure of £130,240 these figures include £38,809 of deferred income on restricted funds. There are no creditors falling due after more than one year.

Enable, in common with other education and training providers, remains vulnerable to the possibility of funds being clawed back by funders at a later date following audit. Enable is not aware at present of any risk in regard to any of its current projects.

Reserves policy

The Trustees have examined Enable's requirement for available reserves and estimate that £250,000 in general unrestricted reserves would be needed in order to:

- Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated;
- Covers amounts that would be owed to providers and staff in the event of a termination or reduction of activities;
- Meet arising liabilities that are not covered by project funding;
- Cover short term funding requirements (for instance where an upfront amount of expenditure is needed to start a project);
- Provide cover against termination costs of a project;
- Provide working capital in the event that grant income is delayed;
- Demonstrate financial stability in order to be able to be successful in bidding for large scale projects;
- Pilot development projects.

Enable currently has £197,526 in general reserves (£127,848 in 2020.)

Plans for future periods

Our priorities for 2021/22 include:

- Continuing to grow and diversify our existing funded programmes and securing new sources of funding so that Voluntary and Community Sector organisations are able to increase their contribution to local and national priorities and targets;
- Increasing the take up of workforce development within the Voluntary and Community Sector, particularly Apprenticeships, AEB National Skills and European Social Fund Leadership and Management and STEM Digital skills;
- Further enhance quality systems, support to sub-contractors and learners (especially with regards to their personal development, wellbeing and safety) and monitoring to enable us to meet OfSTED inspection grade 1 across all inspection areas;
- Successfully maintain and further develop our offer for the Matrix Standard;

The Voluntary and Community Sector Learning and Skills Consortium

- Maintaining a strong network of VCS providers across all counties of the region and hold Members' meetings and an annual conference incorporating our awards ceremony;
- Continue to develop partnerships that enable us to respond to regional funding opportunities – for example Community Renewal Fund;
- Continue to deliver our GAINN project – legacy funding from the Talent Match programme.
- Ensuring the VCS is effectively represented;
- Increasing the number of our members and promote Enable work;
- Increase the number of members delivering accredited programmes;
- Promoting the Enable brand and increasing our social media presence;
- Increasing the variety of Advanced Learner Loan and National Skills level 3 qualifications;
- Working with our members to provide routeways for social mobility and inclusive employment through our programmes and partnerships.

Structure, Governance and Management

Governing Document

The Nottingham and Nottinghamshire Voluntary and Community Learning and Skills Consortium was incorporated by guarantee on the 31 March 2003 (registered company number 4717124). On 8 July 2014, the company changed its name to The Voluntary and Community Sector Learning and Skills Consortium to reflect the wide geographical coverage it now has.

The company operates under the name Enable. It does not have share capital and has obtained exemption under Section 30 of the Companies Act 1985 to dispense with the word Limited as part of the company name. Charitable status was granted on the 6 September 2004 (registered charity number 1105746). The guarantee of each member of the Board 'is limited to £1. The governing document is the Memorandum and Articles of Association of the company, and the members of the Board of Trustees are the Directors of the company. The company is currently based on Floors 1-4, 3-5 Stoney Street, Nottingham, NG1 1LG.

Directors/Trustees

The Trustees also serve as Directors of the company and guarantee £1 each.

Appointment of Trustees

The minimum number of Trustees is eight and the maximum twenty chosen as follows:

- Up to eight persons elected by and from the membership.
- Up to eight persons elected from Voluntary and Community Sector umbrella or infrastructure bodies or networks and communities of interest.

The Voluntary and Community Sector Learning and Skills Consortium

- Up to four persons, who may be but need not be members of the Company, co-opted by the Board of Trustees for their appropriate skills and experience of benefit to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

The current Trustees are as follows:

T A Cullen	Chair
N Hufton	Vice Chair
A S Bunn	
M G Henry	
B Palmer	
S Azam	
L Gibson	
A Birch	(appointed 28 th January 2021)
S Morris	(appointed 8 th March 2021)

The Board of Trustees shall endeavour to ensure that the Board reflects the diverse needs and interests of the communities it serves. Each Trustee is required to attend equality and diversity training on a regular basis. Enable seeks to identify areas of under representation on the Board and seeks to remedy this by requesting members to put forward appropriate candidates.

Trustee induction and training

Once appointed the Trustees have a series of induction sessions which includes a discussion with the Chief Executive on Enable's activities, the receiving of information on the roles and responsibilities of company directors and Trustees and a copy of the Trustee handbook.

We are fortunate that the majority of our Trustees are drawn from voluntary sector organisations and do not require an induction to the sector and most of their training needs are met by their employer. Enable is an organisation that provides training through its member organisations and Trustees are actively encouraged to participate in appropriate training.

Organisation and decision making

The Board currently convenes quarterly and holds additional strategic planning days. A finance sub-committee exists to scrutinise accounting and other financial information to be presented to the Board. In addition, other ad hoc committees are set up by Trustees and staff to fulfil changing operational requirements.

Enable Trustees have delegated management of Enable to the Chief Executive Officer who reports on the performance against the strategic and operational plans approved by the Trustees.

The Chief Executive Officer, Ian Newton, has responsibility for planning and developing the services and strategies for Enable within clear policies and protocols set by the Trustees. The Chief Executive Officer ensures that the staff team is recruited and supported to provide the skills and expertise to run a specialist organisation like Enable.

Related parties and co-operation with other organisations

During the year there have been transactions with related organisations. Once a year each Trustee completes a register of interests. The Trustees confirm that these transactions are at arm's length and the trustees cannot influence the terms of the transactions. The related party transactions are disclosed within Note 9 to the accounts,

Pay policy for senior staff

The Trustees consider themselves and the senior management team to comprise the key management personnel of Enable, in charge of directing and controlling, running and operation of the charity on a day-to-day basis.

All the Trustees give their time freely and no trustee received remuneration nor claimed expenses in the year. The related part transactions are disclosed with Note 9 to the accounts.

Enable aligns all senior staff pay to the appropriate National Joint Council salary grade.

Trustees' responsibilities statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, 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;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charity's auditors in connection with preparing their report and to establish that the charity's auditors are aware of that information.

This report was approved by the Trustees and signed on their behalf by:



Teresa Cullen
Chair of Trustees

Date: 28/03/2022

Independent Auditor's Report to the members of The Voluntary and Community Sector Learning and Skills Consortium

Opinion

We have audited the financial statements of The Voluntary and Community Sector Learning and Skills Consortium (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustee's Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the

other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept sufficient accounting records; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 151 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The Voluntary and Community Sector Learning and Skills Consortium

Irregularities, including fraud, are instances of non-compliance with laws and regulations. Based on our understanding of the Charity and industry, we identify the key laws and regulations affecting the Charity to include the Charities SORP. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We identified that the principal risk of fraud or non-compliance with laws and regulations related to:

- management bias in respect of accounting estimates and judgements made;
- management override of control;
- posting of unusual journals or transactions

We focussed on those areas that could give rise to a material misstatement in the Company financial statements. Our procedures included, but were not limited to:

- Enquiry of management and those charged with governance around actual and potential litigation and claims, including instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of those charged with governance where available;
- Reviewing legal expenditure in the year to identify instances of non-compliance with laws and regulations and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

It is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities.

This description forms part of our Auditors' Report.

Use of our report

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

PKF Smith Cooper Audit Limited.

PKF Smith Cooper Audit Limited

Chartered Accountants and Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date 29/3/22

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Financial Activities (Incorporating the Income & Expenditure Account) Year ended 31 July 2021

	<u>Note</u>	<u>Unrestricted</u> <u>Funds</u> <u>2021</u> <u>£</u>	<u>Restricted</u> <u>Funds</u> <u>2021</u> <u>£</u>	<u>Total</u> <u>2021</u> <u>£</u>	<u>Total</u> <u>2020</u> <u>£</u>
Income					
Charitable Activities	3	1,029,147	85,852	1,294,999	985,992
Other income	5	4,674	-	4,674	31,425
Total Income		<u>1,213,821</u>	<u>85,852</u>	<u>1,299,673</u>	<u>1,017,417</u>
Resources Expended					
Expenditure on charitable activities	6	1,144,143	85,852	1,229,995	986,793
Total Expenditure		<u>1,144,143</u>	<u>85,852</u>	<u>1,229,995</u>	<u>986,793</u>
Net movement in Funds		<u>69,678</u>	<u>-</u>	<u>69,678</u>	<u>30,624</u>
Funds b/fwd as at 1st August 2020		127,848	-	127,848	97,224
Funds c/fwd as at 31st July 2021	17	<u>197,526</u>	<u>-</u>	<u>197,526</u>	<u>127,848</u>

The Voluntary and Community Sector Learning and Skills Consortium

Balance Sheet As at 31 July 2021 Company registration no: 4717124

	<u>Notes</u>	<u>2021</u> £	£	<u>2020</u> £	£
Fixed Assets					
Tangible Assets	12		4,821		5,089
Current Assets					
Debtors	13	324,858		110,446	
Cash at Bank and in Hand		30,849		142,553	
			<u>355,707</u>		<u>252,999</u>
Liabilities					
Creditors falling due within one year	14	(163,002)		(130,240)	
Net Current Assets/(Liabilities)			192,705		122,759
Total Assets less Current Liabilities			197,526		127,848
Net Assets			<u>197,526</u>		<u>127,848</u>
Funds of the Charity					
Unrestricted Funds	16		197,526		127,848
Restricted Funds			-		-
Total Funds			<u>197,526</u>		<u>127,848</u>

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



Teresa Cullen
Chair of Trustees

Date: 28/03/2022

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Cash Flows Year ended 31 July 2021

	<u>Note</u>	<u>2021</u> £	<u>2020</u> £
Cash used in Operating Activities	20	(109,728)	89,607
Cash Flows from investing activities			
Interest income		-	124
Purchase of tangible fixed assets		(1,976)	(2,820)
Disposal of tangible fixed assets		-	-
Cash used in investing activities		<u>(1,976)</u>	<u>(2,696)</u>
Increase in cash and cash equivalents in the year		<u>(111,704)</u>	<u>86,911</u>
Cash and cash equivalents at the beginning of the year		142,553	55,642
Cash and cash equivalents at the end of the year		<u>30,849</u>	<u>142,553</u>

Notes to the Financial Statements

1. Summary of significant accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The Voluntary and Community Sector Learning and Skills Consortium is a charitable company, limited by guarantee, incorporated in England within the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are to enable the voluntary and community sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs.

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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Voluntary and Community Sector Learning and Skills Consortium meets the definition of a public entity under FRS 102.

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees acknowledge that low reserves indicate the existence of uncertainty but do not consider this uncertainty to be material. The Trustees are of the view that the continued profitability of the charity in the recent years will continue, having eradicated the negative reserves on the unrestricted funds, and on that basis the Trustees confirm that the charity is a going concern.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Going concern

In preparing the financial statements on a going concern basis, the Board of Trustees have paid due regard to relevant forecast financial information – included cash flows and funding from key supporters – and factored in sensitivities and uncertainties affecting the charity from the ongoing coronavirus pandemic. Further comment has been made in the Trustees' Report. In the Trustee's opinion, the charity is a going concern for a minimum of twelve months from the date of the approval of the financial statements.

c) Income recognition

Incoming resources from charitable activities included grants for the specific provision of goods and services to be provided as part of Enable's charitable activities to its beneficiaries. Upon receipt, these resources are held in deferred income until the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specific as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to total outputs to be delivered.
- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Charity to make a surplus, the surplus is recognised in line with the proportion of the project completed.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of Enable. Restricted funds are monies which the donor has specified are to be solely used for particular projects undertaken by Enable.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs.

g) Tangible fixed assets

Items of expenditure of less than £250 are expensed to the Statement of Financial Activities in the year in which they are incurred. Enable depreciates its fixed assets over a period of 5 years on a straight-line basis.

h) Debtors

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

The Voluntary and Community Sector Learning and Skills Consortium

i) Creditors and provisions

Creditors and provisions are recognised where Enable 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

k) Pensions

Enable contributes up to 5% of gross salary to a money purchase scheme nominated by staff members to match contributions made by them. The pension charge in the accounts represents the amounts payable by Enable in respect of the year. There are four members of staff for whom retirement benefits are accruing under such schemes as at 31 July 2021.

l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. Management consider there to be no significant accounting estimates.

m) Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Legal Status of the Charity

Enable is a company limited by guarantee and has no share capital.

3. Income from Charitable Activities

	<u>Unrestricted Funds 2021</u>	<u>Restricted Funds 2021</u>	<u>Unrestricted Funds 2020</u>	<u>Restricted Funds 2020</u>
Gross Income From ESFA Contracts	1,209,147	-	926,942	-
Funding from the Big Lottery – GAINN	-	85,852	-	59,050
	<u>1,209,147</u>	<u>85,852</u>	<u>926,942</u>	<u>59,050</u>

4. Investment income

All of the charity's investment income of £0 (2020: £124) arises from money held in interest bearing bank accounts and is unrestricted.

The Voluntary and Community Sector Learning and Skills Consortium

5. Other income

	2021	2020
	£	£
Coronavirus Job Retention Scheme grant	4,674	16,004
Other Covid-19 relief funding	-	15,421
	4,674	31,425

6. Analysis of Expenditure on Charitable Activities

	<u>ESFA Contracts</u>	<u>GAINN</u>	<u>Total</u>	<u>2020</u>
Direct Project Costs	709,503	7,606	717,109	588,883
Support Costs	396,040	71,949	467,989	354,329
Governance Costs	20,220	-	20,220	20,220
Central Premises Cost	18,380	6,297	24,677	23,361
	1,144,143	85,852	1,229,995	986,793

Expenditure on charitable activities was £1,229,995 (2020 - £986,793) of which £1,144,143 (2020: £927,743) was unrestricted and £85,852 (2020 £59,050) was restricted.

7. Analysis of Governance and Support Costs

The charity initially identifies the costs of its support functions. It then identifies the costs which relate to the governance function. Having identified its governance cost the remaining costs are disclosed as support costs.

	<u>General Support</u>	<u>Governance</u>	<u>Total</u>	<u>2020</u>
Audit Fees	5,080	8,220	13,300	10,770
Accountancy Services & Admin Support	16,128	12,000	28,128	30,777
Salaries & Related Costs	419,048	-	419,048	301,101
General Office	27,733	-	27,733	31,901
	467,989	20,220	488,209	374,549

8. Net income/(expenditure) for the year

This is stated after charging:

	2021	2020
	£	£
Auditors' remuneration:		
Audit Fees	8,220	8,220
Accountancy Fees	5,080	3,790

The Voluntary and Community Sector Learning and Skills Consortium

9. Staff costs

	<u>2021</u>	<u>2020</u>
Average number of employees	15	11
	<u>2021</u>	<u>2020</u>
Salaries	375,028	265,755
Social Security Costs	27,243	13,870
Pension Costs	13,567	9,015
Voluntary Redundancy Costs	-	5,775
	<u>415,838</u>	<u>294,415</u>

No employees had benefits in excess of £60,000 during the year (2020: £nil). Pension costs are wholly charged to unrestricted funds.

The Charity Trustees were not paid nor received any other benefits from employment with the Charity, neither were they reimbursed expenses during the year (2020 £nil).

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer and the Senior Contract Managers. The total employee benefits of the key management personnel of the charity were £127,337 (2020: £139,642)

10. Related Party Transactions

The charity enjoys a close working relationship with other voluntary sector groups who nominate trustees.

The following is a summary of income given by entities where a trustee is employed:

			<u>2021</u>	<u>2020</u>
Precise HR	Ms Nikki Hufton	Trustee	-	200
Communities Inc CIC	Mr Michael Henry	Trustee	-	100
Mansfield CVS	Mr Steve Morris	Trustee	4,466	-
Transform Training	Teresa Cullen	Trustee	19,741	-
<u>Outstanding Balances at 31 July 2021: Within Trade Creditors</u>				
Hungerhill Trading	Mr Safdar Azam	Trustee	-	200

The following is a summary of purchases made from entities where a trustee is employed:

			<u>2021</u>	<u>2020</u>
Precise HR	Ms Nikki Hufton	Trustee	741	1,020
Hungerhill Trading	Mr Safdar Azam	Trustee	-	11,445
<u>Outstanding Balances at 31 July 2021: Within Trade Debtors</u>				
Mansfield CVS	Mr Steve Morris	Trustee	744	-

11. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

The Voluntary and Community Sector Learning and Skills Consortium

12. Tangible Fixed Assets

		ICT Equipment & Software £
Cost	As at 1st August 2020	15,516
	Additions	1,976
	Disposals	-
	As at 31st July 2021	<u>17,492</u>
Depreciation	As at 1st August 2020	10,427
	Charge for Year	2,244
	Eliminated on disposals	-
	As at 31st July 2021	<u>12,671</u>
Net Book Value	As at 31st July 2020	5,089
	As at 31st July 2021	<u>4,821</u>

13. Debtors

	<u>2021</u>	<u>2020</u>
Amounts due within one year		
Trade Debtors	168,388	49,569
Accrued Income	150,601	53,946
Prepayments & Other Debtors	5,869	6,931
	<u>324,858</u>	<u>110,446</u>

14. Creditors

	<u>2021</u>	<u>2020</u>
Amounts due within one year		
Trade Creditors	55,134	40,906
Deferred Income	40,758	43,050
Accruals	43,682	35,899
Short term compensated absences (holiday pay)	9,218	3,000
Other Creditors	14,210	7,385
	<u>163,002</u>	<u>130,240</u>

15. Reconciliation of Deferred Income

	<u>2021</u>	<u>2020</u>
Deferred income 1st August 2020	43,050	2,304
Resources deferred during the year	84,924	43,050
Amounts released during the year	(87,216)	(2,304)
Deferred income 31st July 2021	<u>40,758</u>	<u>43,050</u>

The deferred income relates to restricted GAINN funding, and in 2021, money taken for courses to be run in the next year and is recognised when expended. The funding is closely monitored

The Voluntary and Community Sector Learning and Skills Consortium

15. Reconciliation of Deferred Income (Cont'd)

and reports are submitted quarterly with regard to spending against clear performance criteria within the contract. Furthermore, the contract states any unused element of the grant must be repaid on demand if not used at the end of the contract term.

16. Accounting Treatment of Funds

Unrestricted Funds

These funds are available for the Trustees to apply for the general purpose of the charity as set out in its Memorandum of Association. The Trustees may set aside part, or all of the charities unrestricted funds to be used for particular purposes in the future.

Restricted Funds

Restricted funds can only be used for particular restricted purposes with the objects of the charity. Restrictions arise where funds are provided for particular restricted purposes.

At the year end there was £38,809 (2020: £41,706) of unspent funds in relation to a restricted grant received from the National Lottery Community Fund received during the year.

17. Statement of Funds

	<u>Bal C/Fwd at 1st</u> <u>Aug 2020</u>	<u>Incoming</u> <u>Resources</u>	<u>Resources</u> <u>Expended</u>	<u>Bal C/Fwd at</u> <u>31st Jul 2021</u>
General Unrestricted Funds	127,848	1,213,821	(1,144,143)	192,852
Restricted Funds – GAINN	-	85,852	(85,852)	-
Total Funds	127,848	1,301,622	1,229,995	197,526

There are no funds in Enable that are classified as designated unrestricted funds.

18. Analysis of net assets between funds

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>Total</u>	<u>2020</u>
Tangible Fixed Assets	4,821	-	4,821	5,089
Debtors	324,858	-	324,858	110,446
Cash at Bank and in hand	30,849	-	30,849	142,553
Debtors	(163,002)	-	(163,002)	(130,240)
	197,526	-	197,526	127,848

19. Contingency

Some funders make payments dependent on detailed submissions made by Enable. The right is reserved to audit these submissions, retrospectively, and insist that information is recorded in particular formats. Every effort is made to comply with funders' requirements and to maintain records but there is a small risk at audit, some grants may be disallowed. Enable is not aware of any known risk in this respect.

The Voluntary and Community Sector Learning and Skills Consortium

20. Cash used in operating activities

	<u>2021</u>	<u>2020</u>
Net movement in funds	69,678	30,624
Deduct interest shown in investing activities	-	(124)
Decrease (increase) in debtors	(214,412)	39,583
Increase (decrease) in creditors	32,762	17,676
Depreciation	2,244	1,848
	<u>(109,728)</u>	<u>89,607</u>

21. Pension commitments

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £13,567 (2020: £9,015). Contributions of £1.663 (2020: £718) were payable to the scheme at the end of the year and are included within other creditors.

THE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

England & Wales - Charity number 1105746

Accounts

Registered Charity Number - 1105746
Company Registration Number - 4717124

The Voluntary and Community Sector Learning and Skills Consortium

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 July 2020

“To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs”

Enable, 3-5 Stoney Street, Nottingham NG1 1LG
Tel: 0115 7100 200 Email: enquiries@enable.uk.net Web: www.enable.uk.net

The Voluntary and Community Sector Learning and Skills Consortium

Charity Reference and Administrative Details

Charity registration number: 1105746

Company registration number: 4717124

Trustees

A S Bunn
T A Cullen
M G Henry
B Palmer
N Hufton
S Azam
L Gibson

CEO

I Newton

Registered office

3-5 Stoney Street
Nottingham
NG1 1LG

Auditor

Smith Cooper Audit Limited
2 Lace Market Square
Nottingham
NG1 1PB

Bankers

Unit Trust Bank
Nine Brindleyplace
Birmingham
B1 2BH

The Voluntary and Community Sector Learning and Skills Consortium

Report from the Chair of Trustees For the year ended 31 July 2020

I ended my report last year celebrating our new award, The David Buckley Award for Lifetime Achievement in the Learning and Skills Sector, presented to Don Hayes MBE, our former CEO. It is with unbelievable sadness that I have to report that Don passed away in April this year. Don was a giant of the learning and skills sector having spent the greatest part of his working life ensuring that people could access training and education despite any disadvantages that they were experiencing. He was involved in ENABLE from the very start and became our first CEO, a post he remained in until his much deserved retirement in 2018. I worked alongside Don for many years and I know that many will remember Don with affection and pride for his achievements, and mourn his passing greatly.

The year in review has been a year of two halves. The first half in the months before COVID-19 took a hold and the second half in the first wave of lockdown and early recovery. There is no doubt that the Coronavirus pandemic will ensure that 2020 will be remembered as a very challenging year for the whole country, and the learning and skills sector has had its particular challenges as a part of this. The many months of lockdown, the lack of ability to deliver face to face sessions and the need to retrain people to work online has not been easy for us. Many of our delivery partners work with disadvantaged people who do not have easy access to online training and we have worked hard to ensure our important work continues to be a contribution through these difficult times.

I am pleased to report that despite the challenges, this has once again been a successful year of development for ENABLE, keeping the voluntary and community sector's voice high on the learning and skills agenda. We have continued to attract new funding and create new opportunities for our communities.

Notable achievements include 80% Apprenticeship achievement rate, 82% Advanced Learner Loan achievement rate and 95% achievement rate for our Adult Education Budget courses.

I would like to thank my fellow Trustees for their continued support during this unusual year, our staff for their willingness to adapt and change and keep our work going from home or the office as required, and all of the many voluntary and community sector learning and skills organisations that have gone much further than the extra mile this year.

Teresa Cullen

Teresa Cullen
Chair of Trustees

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Report of the Board of Trustees For the year ended 31 July 2020 (Incorporating the Directors' report)

The Trustees present their report and the audited financial statements of the charity for the year ended 31 July 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and 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 published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Trustees of the charity

The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

A S Bunn
T A Cullen
M G Henry
B Palmer
N Hufton
S Azam
L Gibson

Objectives and Activities of Enable

The objectives of Enable as set out in the Memorandum and Articles of Association are to develop the capacity and skills of the members of the socially and economically disadvantaged communities of England in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular by:

- Assisting such charities and voluntary organisations to play a full role in the local and national learning and skills agenda and to make the most effective use of funding opportunities.
- Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

- To enable the Voluntary and Community Sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs

The Voluntary and Community Sector Learning and Skills Consortium

Our Aims

- To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector;
- To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers;
- To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers;
- To meet the Workforce Development needs within the Voluntary and Community Sector;
- To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector.

Public Benefit Statement

This report sets out Enable's aims and the priorities and reports on the activity and successes in the year to the 31 July 2020, as well as explaining the plans for the current financial year. Enable's activities benefit:

1. Voluntary sector organisations that provide learning opportunities to local people by partnering with them and enhancing their ability to deliver learning through accessing funding on their behalf and providing training and support to enable them to increase the quality and scope of their provision to their beneficiaries;
2. Individuals in deprived communities benefit from the provision of free learning opportunities. This increases their levels of skills and knowledge and enables them to access a greater range of employment opportunities;
3. The interaction between the governmental bodies and the voluntary and community sector in the East Midlands.

The Trustees have considered Public Benefit and concluded:

1. That the aims of the organisation continue to be charitable;
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

Achievements and performance

2019/2020 given the effects of COVID-19 saw us grow some of our existing business and develop new opportunities that will support our activities over the new three years.

The Voluntary and Community Sector Learning and Skills Consortium

As with 2018/2019, we are able to report a positive financial performance for 2019/2020.

During the year in review, we have continued to grow our existing contracts and have achieved an increased level of success in securing new business opportunities and contracts for the voluntary and community sector consortium.

We remain well established within the regional further education landscape and have continued to strengthen our profile in Northamptonshire. We play a unique role in supporting voluntary and community sector organisations' involvement in the delivery of local learning and skills provision.

The main services provided and the progress against our aims in 2019/2020

To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector

We play a key role in ensuring the Voluntary and Community Sector has a voice within the relevant local planning and decision-making structures for employment and skills. This involves ensuring the sector is represented at the key strategic partnerships operating across the region. During the year we have continued to represent the sector (mainly by Teams and Zoom) on the D2N2 Local Strategic Partnership Provider Advisory Board, D2N2 Public Sector Compact Apprenticeship Working Group, Nottingham City Employment and Skills Strategy, Enterprising East Northants - Skills Partnership and ESFA Provider Reference Group.

We work across the East Midlands with Voluntary and Community Sector organisations in each of the region's counties engaged in delivering learning and skills contracts. In the past year we have increased our presence and grown our membership in Derbyshire, Nottinghamshire, and Northamptonshire, and engaged with new groups in Leicestershire.

A key role for Enable is to provide members with up-to-date relevant information about changes, developments and opportunities within the learning, skills and employment arena. This is done through our growing social media presence through Facebook, LinkedIn and Twitter.

To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers.

Enable continues to support VCS providers in accessing funding to provide learning and skills programmes that meet local needs, where they are unable to do so independently.

Enable has been successful in securing new contracts that have helped the business to grow. For example, Enable commenced the delivery of an European Social Fund project, the iProgramme supporting unemployed and employed individuals to upskill their digital skills.

Enable commenced the delivery of the GAINN project funded by the Community Fund in Northamptonshire to support socially isolated and vulnerable young people. This project provides young people with 36 weeks' worth of support as the transition through the three stages, with our goal of helping them to develop confidence, resilience, volunteering, training, and employment at the end project. Unfortunately, COVID has impacted significantly on the project and the young people, especially on their mental health, as we have been restricted in meeting up with the face to face and engage in group social activities.

The Voluntary and Community Sector Learning and Skills Consortium

To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers.

Enable is committed to building the capacity of voluntary and community sector organisations in order that they can effectively deliver high quality learning and skills provision within their communities. Accordingly support for quality improvement and the accreditation of learning is built into the organisation's core activities.

We have continued to raise standards and increase success rates across all our programmes. This involves working with delivery partners to achieve demanding targets and standards of quality, we provide ongoing support to all Voluntary and Community Sector organisations we partner with in the form of on-site mentoring, standardisation meeting and workshops.

To meet the Workforce Development needs within the Voluntary and Community Sector

Enable aims to encourage and support workforce development within the Voluntary and Community Sector, raising awareness of the opportunities available and helping organisations identify their needs and access the appropriate support.

Supporting the growth of Apprenticeships within the Voluntary and Community Sector remains a high priority for the organisation. During 2019-2020, through a contract with the Education and Skills Funding Agency, we achieved 80.6 percent achievement rate, which is the highest rate we have ever achieved and more than 15 percent higher than the national average. We are also achieved 90 percent achievement rate for our Advanced Learner Loans qualifications.

Principal risks and uncertainties

The Board of Trustees has been reviewing, during the year, the potential risks to which the charity is exposed, particularly business, operational and financial risks. The board are working towards producing procedures and reporting regimes to manage and reduce any identified risks. The funding is generally short term, and the Trustees view is that the greatest risk to the organisation is continuation of such funding. The Board are aware of the challenging times ahead given the ESFA's decision to review sub-contracting arrangements, which is a real threat to how we engage and fund our delivery partners in the future. We have and are lobbying the ESFA to look at the impact a reduction of subcontracting will have on the work Enable undertakes, how it will affect our delivery partners and more importantly our learners who often live in some of the most deprived communities in the country. COVID-19 has and will remain a risk, particularly in relation to recruitment of apprenticeship and have seen a reduction in starts compared to the previous year.

Financial Review

Enable finishes the year with a surplus of £30,624 for the 12 months ending the 31 July 2020 strengthening reserves to total £127,848 at the end of the year.

In assessing the going concern position for Enable for the 12 months from the date of approval of the accounts, the trustees have prepared detailed financial forecasts and are confident that there will continue to be sufficient cash available to meet the liabilities as they fall due.

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On this basis the trustees believe that the preparation of the financial statements on a going concern basis is appropriate and the financial statements do not include adjustments that would result if Enable were to be unable to continue as a going concern.

At the year end the cash position of £142,553 is higher than the prior year of £55,642. The year end debtors figure of £110,446 is lower than the previous year's figure of £150,029. The debtors figure in both years mainly relates to accrued income from monies owed to Enable which has been received in full post year end. The year end creditors figure of £130,240 due within one year is higher than the last year's figure of £112,564 these figures include £43,050 and £2,304 of deferred income on restricted funds for the respective years. There are no creditors falling due after more than one year.

Enable, in common with other education and training providers, remains vulnerable to the possibility of funds being clawed back by funders at a later date following audit. Enable is not aware at the present of any risk in regard to any of its current projects.

Reserves policy

The Trustees have examined Enable's requirement for available reserves and estimate that £250,000 in general unrestricted reserves would be needed in order to:

- Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated;
- Covers amounts that would be owed to providers and staff in the event of a termination or reduction of activities;
- Meet arising liabilities that are not covered by project funding;
- Cover short term funding requirements (for instance where an upfront amount of expenditure is needed to start a project);
- Provide cover against termination costs of a project;
- Provide working capital in the event that grant income is delayed;
- Demonstrate financial stability in order to be able to be successful in bidding for large scale projects;
- Pilot development projects.

Enable currently has £127,848 in general reserves (£97,224 in 2019.)

Plans for future periods

Our priorities for 2020/21 include:

- Continuing to grow and diversify our existing funded programmes and securing new sources of funding so that Voluntary and Community Sector organisations are able to increase their contribution to local and national priorities and targets;
- Increasing the take up of workforce development within the Voluntary and Community Sector, particularly Apprenticeships, Advanced Learner Loans, European Social Fund iProgramme (Digital Skills), European Social Fund Leadership and Management and European Social Fund Science, Technology, Engineering and Maths.
- Working towards an OfSTED inspection grade 1 across all inspection areas;
- Successfully reapply for the Matrix Standard;

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- Maintaining a strong network of VCS providers across all counties of the region and hold Members' meetings and an annual conference incorporating our awards ceremony;
- Continue to developing partnerships that enable us to respond to regional funding opportunities - for example European Social Fund programmes;
- Continue to deliver our GAINN project - legacy funding from the Talent Match programme.
- Ensuring the VCS is effectively represented;
- Increasing the number of our members and developing a new membership offer;
- Increase the number of members delivering accredited programmes;
- Promoting the Enable brand and increasing our social media presence;
- Increasing the variety of Advanced Learner Loan qualifications;
- Working with employers to transfer their apprentice levy underspend;
- Working with our members to provide routeways for social mobility and inclusive employment

Structure, Governance and Management

Governing Document

The Nottingham and Nottinghamshire Voluntary and Community Learning and Skills Consortium was incorporated by guarantee on the 31 March 2003 (registered company number 4717124). On 8 July 2014, the company changed its name to The Voluntary and Community Sector Learning and Skills Consortium to reflect the wide geographical coverage it now has.

The company operates under the name Enable. It does not have share capital and has obtained exemption under Section 30 of the Companies Act 1985 to dispense with the word Limited as part of the company name. Charitable status was granted on the 6 September 2004 (registered charity number 1105746). The guarantee of each member of the Board 'is limited to £1. The governing document is the Memorandum and Articles of Association of the company and the members of the Board of Trustees are the Directors of the company. The company is currently based on Floors 1-4, 3-5 Stoney Street, Nottingham, NG1 1LG.

Directors/Trustees

The Trustees also serve as Directors of the company and guarantee £1 each.

Appointment of Trustees

The minimum number of Trustees is eight and the maximum twenty chosen as follows:

- Up to eight persons elected by and from the membership;
- Up to eight persons elected from Voluntary and Community Sector umbrella or infrastructure bodies or networks and communities of interest;

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- Up to four persons, who may be but need not be members of the Company, co-opted by the Board of Trustees for their appropriate skills and experience of benefit to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

The current Trustees are as follows:

Ms T Cullen	Chair
Mrs N Hufton	Vice Chair
Mr B A Palmer	
Mr M Henry	
Mr A Bunn	
Mr S Azam	
Mr L Gibson	

The Board of Trustees shall endeavour to ensure that the Board reflects the diverse needs and

interests of the communities it serves. Each Trustee is required to attend equality and diversity training on a regular basis. Enable seeks to identify areas of under representation on the Board and seeks to remedy this by requesting members to put forward appropriate candidates.

Trustee induction and training

Once appointed the Trustees have a series of induction sessions which includes a discussion with the Chief Executive on Enable's activities, the receiving of information on the roles and responsibilities of company directors and Trustees and a copy of the Trustee handbook.

We are fortunate that the majority of our Trustees are drawn from voluntary sector organisations and do not require an induction to the sector and most of their training needs are met by their employer. Enable is an organisation that provides training through its member organisations and Trustees are actively encouraged to participate in appropriate training.

Organisation and decision making

The Board currently convenes quarterly and holds additional strategic planning days. A finance sub-committee exists to scrutinise accounting and other financial information to be presented to the Board. In addition, other ad hoc committees are set up by Trustees and staff to fulfil changing operational requirements.

Enable Trustees have delegated management of Enable to the Chief Executive who reports on the performance against the strategic and operational plans approved by the Trustees.

The Chief Executive, Ian Newton, has responsibility for planning and developing the services and strategies for Enable within clear policies and protocols set by the Trustees. The Chief Executive ensures that the staff team is recruited and supported to provide the skills and expertise to run a specialist organisation like Enable.

Related parties and co-operation with other organisations

During the year there have been transactions with related organisations. Once a year each Trustee completes a register of interests. The Trustees confirm that these transactions are at arm's length and the trustees cannot influence the terms of the transactions. The related party transactions are disclosed within Note 9 to the accounts,

Pay policy for senior staff

The trustees consider themselves and the senior management team to comprise the key management personnel of Enable, in charge of directing and controlling, running and operation the charity on a day to day basis.

All the trustees give their time freely and no trustee received remuneration nor claimed expenses in the year. The related part transactions are disclosed with Note 9 to the accounts.

Enable aligns all senior staff pay to the appropriate National Joint Council salary grade.

Trustees' responsibilities statement

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, 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;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charity's auditors in connection with preparing their report and to establish that the charity's auditors are aware of that information.

This report was approved by the Trustees and signed on their behalf by:

Teresa Cullen

Teresa Cullen
Chair of Trustees

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Independent Auditor's Report to the members of The Voluntary and Community Sector Learning and Skills Consortium

Opinion

We have audited the financial statements of The Voluntary and Community Sector Learning and Skills Consortium (the 'charitable company') for the year ended 31 July 2020 which comprise the Statement of Financial Activities incorporating Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020, and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustee's Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the

The Voluntary and Community Sector Learning and Skills Consortium

other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (incorporating the director's report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities.

This description forms part of our Auditors' Report.

Use of our report

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

Sarah Flear (Senior Statutory Auditor)
for and on behalf of
Smith Cooper Audit Limited
Chartered Accountants and Statutory Auditors
2 Lace Market Square
Nottingham
NG1 1PB

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Financial Activities (Incorporating the Income & Expenditure Account) Year ended 31 July 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £	Total 2019 £
Income					
Charitable Activities	3	926,942	59,050	985,992	1,258,582
Other income	5	31,425	-	31,425	-
Total Income		958,367	59,050	1,017,417	1,258,582
Resources Expended					
Expenditure on charitable activities	6	927,743	59,050	986,793	1,257,383
Total Expenditure		927,743	59,050	986,793	1,257,383
Net movement in Funds		30,624	-	30,624	1,199
Funds b/fwd as at 1st August 2019		97,224	-	97,224	96,025
Funds c/fwd as at 31st July 2020	17	127,848	-	127,848	97,224

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Balance Sheet As at 31 July 2020 Company registration no: 4717124

	Notes	2020		2019	
		£	£	£	£
Fixed Assets					
Tangible Assets	11		5,089		4,117
Current Assets					
Debtors	12	110,446		150,029	
Cash at Bank and in Hand		142,553		55,642	
			<u>252,999</u>		<u>205,671</u>
Liabilities					
Creditors falling due within one year	13		(130,240)		(112,564)
Net Current Assets/(Liabilities)			122,759		93,107
Total Assets less Current Liabilities			127,848		97,224
Net Assets			<u>127,848</u>		<u>97,224</u>
Funds of the Charity	15				
Unrestricted Funds			127,848		97,224
Restricted Funds			-		-
Total Funds			<u>127,848</u>		<u>97,224</u>

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

Teresa Cullen

Teresa Cullen
Chair of Trustees

Date:

The Voluntary and Community Sector Learning and Skills Consortium

Statement of Cash Flows Year ended 31 July 2020

	Note	2020 £	2019 £
Cash used in Operating Activities	19	89,607	(248,576)
Cash Flows from investing activities			
Interest income		124	405
Purchase of tangible fixed assets		(2,820)	(1,686)
Disposal of tangible fixed assets		-	1,080
Cash used in investing activities		<u>(2,696)</u>	<u>(201)</u>
Increase in cash and cash equivalents in the year		<u>86,911</u>	<u>(248,777)</u>
Cash and cash equivalents at the beginning of the year		55,642	304,419
Cash and cash equivalents at the end of the year		<u>142,553</u>	<u>55,642</u>

Notes to the Financial Statements

1. Summary of significant accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The Voluntary and Community Sector Learning and Skills Consortium is a charitable company, limited by guarantee, incorporated in England within the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements. The nature of the charity's operations and principal activities are to enable the voluntary and community sector to support the sustainable economic development of their communities through services that address local learning, skills and employment needs.

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 (FRS102) (effective 1 January 2015) - (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Voluntary and Community Sector Learning and Skills Consortium meets the definition of a public entity under FRS 102.

The financial statements are prepared on a going concern basis under the historical cost convention. The Trustees acknowledge that low reserves indicate the existence of uncertainty but do not consider this uncertainty to be material. The Trustees are of the view that the continued profitability of the charity in the recent years will continue, having eradicated the negative reserves on the unrestricted funds, and on that basis the trustees confirm that the charity is a going concern.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) Going concern

In preparing the financial statements on a going concern basis, the Board of Trustees have paid due regard to relevant forecast financial information - included cash flows and funding from key supporters - and factored in sensitivities and uncertainties affecting the charity from the ongoing coronavirus pandemic. Further comment has been made in the Trustees' Report. In the Trustee's opinion, the charity is a going concern for a minimum of twelve months from the date of the approval of the financial statements.

c) Income recognition

Incoming resources from charitable activities included grants for the specific provision of goods and services to be provided as part of Enable's charitable activities to its beneficiaries. Upon receipt, these resources are held in deferred income until the income has been earned. Income is earned as follows:

- Where measurable stages of work have been completed, income is recognised to the value of the completed work.
- Where measurable outputs are specific as a condition of the grant, income is recognised on the basis of the proportion of the outputs completed compared to total outputs to be delivered.
- Where outputs are specified as a condition of the grant, but are not readily measurable, income is recognised on the basis of the staff time needed to deliver those outputs. Here income is recognised on the basis of the proportion of the staff time incurred to date compared to the total staff time necessary to deliver the outputs.
- Where the right to income does not arise until the occurrence of a critical event, income is not recognised until that event occurs.
- Where the grant allows for the Charity to make a surplus, the surplus is recognised in line with the proportion of the project completed.

d) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of Enable. Restricted funds are monies which the donor has specified are to be solely used for particular projects undertaken by Enable.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs.

g) Tangible fixed assets

Items of expenditure of less than £250 are expensed to the Statement of Financial Activities in the year in which they are incurred. Enable depreciates its fixed assets over a period of 5 years on a straight-line basis.

h) Debtors

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

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i) Creditors and provisions

Creditors and provisions are recognised where Enable 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 can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

j) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment.

k) Pensions

Enable contributes up to 5% of gross salary to a money purchase scheme nominated by staff members to match contributions made by them. The pension charge in the accounts represents the amounts payable by Enable in respect of the year. There are four members of staff for whom retirement benefits are accruing under such schemes as at 31 July 2020.

l) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. Management consider there to be no significant accounting estimates.

m) Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2. Legal Status of the Charity

Enable is a company limited by guarantee and has no share capital.

3. Income from Charitable Activities

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Restricted Funds 2019 £	Unrestricted Funds 2019 £
Gross Income from SFA Contracts		926,942		942,803
Funding from the Big Lottery - Talent Match	-		315,779	
Funding from the Big Lottery - GAINN	59,050		-	
	59,050	926,942	315,779	942,803

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4. Investment income

All of the charity's investment income of £124 (2019: £405) arises from money held in interest bearing bank accounts and is unrestricted.

5. Other income

	2020 £	2019 £
Coronavirus Job Retention Scheme grant	16,004	-
Other Covid-19 relief funding	15,421	-
	<u>31,425</u>	<u>-</u>

6. Analysis of Expenditure on Charitable Activities

	SFA Contracts £	GAINN £	Total £	2019 £
Direct Project Costs	575,186	13,697	588,883	715,326
Support Costs - see Note 7	315,342	38,987	354,329	495,267
Governance Costs	20,220	-	20,220	19,680
Central Premises Costs	16,995	6,366	23,361	27,110
	<u>927,743</u>	<u>59,050</u>	<u>986,793</u>	<u>1,257,383</u>

Expenditure on charitable activities was £986,793 (2019 - £1,257,383) of which £927,743 (2019: £941,604) was unrestricted and £59,050 (2019 £315,779) was restricted.

7. Analysis of Governance and Support Costs

The charity initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function. Having identified its governance costs, the remaining costs are disclosed as support costs.

	General Support £	Function £	Total £	2019 £
Audit Fees	2,550	8,220	10,770	10,655
Accountancy Services & Administration Support	18,777	12,000	30,777	32,615
Salaries and related Costs	301,101	-	301,101	438,539
General Office	31,901	-	31,901	33,138
	<u>354,329</u>	<u>20,220</u>	<u>374,549</u>	<u>514,947</u>

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8. Net income/(expenditure) for the year

This is stated after charging:

	2020 £	2019 £
Auditors' remuneration:		
Audit Fees	8,220	7,680
Accountancy Fees	3,790	4,330

9. Staff costs

Average number of employees	2020 11	2019 21
-----------------------------	------------	------------

	2020 £	2019 £
Salaries	265,755	391,108
Social Security Costs	13,870	17,609
Pension Costs	9,015	8,734
Voluntary Redundancy Costs	5,775	-
	294,415	417,451

No employees had benefits in excess of £60,000 during the year (2019: £nil). Pension costs are wholly charged to unrestricted funds.

The charity trustees were not paid nor received any other benefits from employment with the charity, neither were they reimbursed expenses during the year (2019: £nil).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer and the Senior Contract Managers. The total employee benefits of the key management personnel of the charity were £139,642 (2019: £127,284)

10. Related Party Transactions

The charity enjoys a close working relationship with other voluntary sector groups who nominate trustees.

The following is a summary of income given by entities where a trustee is employed:

			2020 £	2019 £
Precise HR	Ms Nikki Hufton	Trustee	200	-
Communities Inc. CIC	Mr Michael Henry	Trustee	100	-

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The following is a summary of purchases made from entities where a trustee is employed:

			2020 £	2019 £
Precise HR	Ms Nikki Hufton	Trustee	1,020	789
Hungerhill Trading/Renewal Trust	Mr Safdar Azam	Trustee	11,445	13,596

Outstanding balances as at 31 July 2020:

	2020 £	2019 £
Within Trade Creditors		
Hungerhill Trading/Renewal Trust	200	-

11. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12. Tangible Fixed Assets

		ICT Equipment & Software £
Cost	As at 1st August 2019	15,219
	Additions	2,820
	Disposals	(2,523)
	As at 31st July 2020	<u>15,516</u>
Depreciation	As at 1st August 2019	11,102
	Charge for Year	1,848
	Eliminated on disposals	(2,523)
	As at 31st July 2020	<u>10,427</u>
Net Book Value	As at 31st July 2019	<u>4,117</u>
	As at 31st July 2020	<u>5,089</u>

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13. Debtors

	2020 £	2019 £
<i>All amounts due within one year</i>		
Trade Debtors	49,569	52,586
Accrued Income	53,946	88,906
Prepayments and Other Debtors	6,931	8,537
	110,446	150,029

14. Creditors

	2020 £	2019 £
<i>Amounts due within one year</i>		
Trade Creditors	40,906	67,981
Deferred Income	43,050	2,304
Accruals	35,899	29,005
Short -term compensated absences (holiday pay)	3,000	3,000
Other Creditors	7,385	10,274
	130,240	112,564

15. Reconciliation of Deferred Income

	2020 £	2019 £
Deferred income 1st August 2019	2,304	186,287
Resources deferred during the year	43,050	2,304
Amounts released during the year	2,304	186,287
Deferred income 31st July 2020	43,050	2,304

The deferred income relates to restricted GAINN funding, and in 2020, money taken for courses to be run in the next year and is recognised when expended. The funding is closely monitored and reports are submitted quarterly with regard to spending against clear performance criteria within the contract. Furthermore, the contract states any unused element of the grant must be repaid on demand if not used at the end of the contract term.

16. Accounting Treatment of Funds

Unrestricted Funds

These funds are available for the Trustees to apply for the general purpose of the charity as set out in its Memorandum of Association. The Trustees may set aside part, or all of the charity's unrestricted funds to be used for particular purposes in the future.

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Restricted Funds

Restricted funds can only be used for particular restricted purposes with the objects of the charity. Restrictions arise where funds are provided for particular restricted purposes.

At the year end there was £41,706 (2049: £nil) of unspent funds in relation to a restricted grant received from the National Lottery Community Fund received during the year.

17. Statement of Funds

	Bal c/fwd at 1st August 2019 £	Incoming Resources £	Resources Expended £	Bal c/fwd at 31 July 2020 £
General Unrestricted Funds	97,224	958,367	(927,743)	127,848
Restricted Funds - National Lottery Community Fund GAINN	-	59,050	(59,050)	-
Total Funds	97,224	1,017,417	(986,793)	127,848

There are no funds in Enable that are classified as designated unrestricted funds.

18. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £	2019 £
Tangible Fixed Assets	5,089	-	5,089	4,117
Debtors	110,446	-	110,446	150,029
Cash at Bank and in hand	142,553	-	142,553	55,642
Creditors	(130,240)	-	(130,240)	(112,564)
	127,848	-	127,848	97,224

19. Contingency

Some funders make payments dependent on detailed submissions made by Enable. The right is reserved to audit these submissions, retrospectively, and insist that information is recorded in particular formats. Every effort is made to comply with funders' requirements and to maintain records but there is a small risk at audit, some grants may be disallowed. Enable is not aware of any known risk in this respect.

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20. Analysis of net assets between funds

	2020 £	2019 £
Net movement in funds	30,624	1,199
Deduct interest shown in investing activities	(124)	(405)
Decrease (increase) in debtors	39,583	(41,686)
Increase (decrease) in creditors	17,676	(208,966)
Depreciation	1,848	1,282
Net cash generated by operating activities	89,607	(248,576)

21. Pension commitments

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £3,671 (2019: £4,732). Contributions of £718 (2019: £1,316) were payable to the scheme at the end of the year and are included within other creditors.