

ENGAGE IN THEIR FUTURE LTD

(COMPANY NO: 5491902)

(CHARITY NO: 1110473)

**TRUSTEES REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2020**

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

LEGAL AND ADMINISTRATIVE INFORMATION

Registered Company Number: 5491902

Registered Charity Number: 1110473

Trustees

Stephen Clifffen
Brendan Heneghan
Larry Bartel

Company Secretary

Brendan Heneghan

Registered Office:

PO Box 451
15 Oakside Lane
Horley
Surrey
RH6 6AW

Independent examiner:

Knight Goodhead Limited
Chartered Accountants
7 Bournemouth Road
Chandler's Ford, Eastleigh
Hampshire
SO53 3DA

Bankers:

HSBC
102 High Street
Lymington
Hampshire
SO41 9ZP

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The trustees, who are also directors, present their report and accounts for the year ended 31 August 2020.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charities governing document, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

engage in their future Ltd is a company limited by guarantee, which is governed by its Memorandum and Articles of Association. It was established as a charity on 18 July 2005 with the purpose of promoting the benefit and advancing the education of children and young people with special educational needs associated with social, emotional and mental health challenges.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Stephen Clifffen
Brendan Heneghan
Larry Bartel

The charity is managed by the national committee comprising of co-opted members and a nominated member of the regional association. Potential trustees are recruited on the basis of their existing interest and involvement in the charity and the skills and experience they add to the committee.

The trustees have assessed the major risks to which the charitable company is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

OBJECTIVES

The company's charitable objects are:

- a) Promote quality leadership throughout the provision of learning and care for pupils with Social, Emotional and Mental Health challenges (SEMH).
- b) Promotion and celebration of good practice in order to improve the education and welfare of pupils with SEMH.
- c) Make representation to national and local government relating to SEMH Schools and Pupil Referral Units.
- d) Promotion of conferences, newsletters and website to share insight, experience, expertise and best practice advice. Provide peer support when required.
- e) Deliver SEMH initiatives that are transferable into mainstream schools to support all 'Leaders in Education Communities' working with children with SEMH and/or challenging behaviour.
- f) Encourage and support regional groups of the association.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

ACHIEVEMENTS AND PERFORMANCE

The Trustees have paid due regard to the guidance issued by The Charity Commission in deciding what activities the charity should undertake.

The organisation endeavours to achieve its objectives by promoting high quality standards of service, administration and management within its member schools and organisations. Promotion of the interests of its member schools and organisations as service providers are also an integral part of the work of the charitable company.

The policies adopted to achieve the objectives are to encourage appropriate practice and collaboration among member schools and developing, where applicable, joint guidelines or codes of practice to serve as standards for members.

Membership subscriptions was the most significant income stream in the 2019/2020 financial year.

The second half of the 2019/2020 financial year was significantly impacted by the Covid-19 pandemic and the subsequent consequences on society. SEMH schools and other educational settings faced unprecedented challenges and pressures and numerous charities experienced a substantial loss of income.

Engage in their future was fortunate in so far as its most significant income stream for the 2019/2020 financial year was membership subscriptions of which 97% of the final figure had been received before the start of the first national lockdown in March 2020.

Unfortunately though, the National Conference scheduled for early July had to be cancelled which undoubtedly had a negative impact on profitable income. However, the majority of delegate places that had been booked and paid for will be carried over to the 2021 National Conference, and the cancellation fee charged by the venue will be offset against the 2021 costs.

However, the need for colleagues to talk, listen and share was more important than ever. engage in their future responded to this by delivering a series of #engage_and_connect sessions that provided a remote, online platform for colleagues to connect and benefit from the expertise of guest presenters. These sessions were free and open to members and non-members alike.

The National Awards Ceremony was also cancelled which was especially disappointing given that the scheme should have been celebrating its tenth anniversary in 2020. The nominations that had been received for 2020 will be carried over for consideration as part of the 2021 scheme.

Whilst two of the regional football tournaments went ahead as planned, the third (at Muntham House School) and the finals tournament (at St George's Park) both had to be cancelled. The fee for hiring St George's Park had been paid, but fortunately the booking has been deferred to 2021 without incurring additional fees. It is also hoped that the sponsor secured to support the 2020 football competition will still be involved in 2021.

The National Creative Awards, supported by Vision for Education, was still able to go ahead relatively unaffected. The versatility of the scheme meant that schools could still participate whether their students and staff were in the classroom or undertaking remote learning, and it provided a much needed outlet for creativity and self-expression.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

So whilst the impact on the financial robustness of engage in their future may not have been as immediately pronounced as for some other charities, the organisation still experienced an impact on cash flow.

In the medium term, membership subscriptions are expected to suffer in part because schools have less time to engage with the organisation so question the outlay on membership and don't renew. Contingency plans for 2021 are being explored to try and ensure that membership continues to deliver value, that current income streams are protected whatever the ongoing impact of the pandemic might be, and to look at developing new income channels.

Other developments made during the 2019/2020 financial year that are worth noting are the launch of the new website and branding in late 2019 / early 2020, the employment of an Administration and Strategic Support Officer from 1st January 2020, and the introduction of QuickBooks to support the organisations financial reporting.

External service providers continue to be identified and pursued in order to deliver discounts to member schools, in particular the relationship with Vision for Education remains strong, demonstrated by their sponsorship of the National Creative Awards.

No grant applications were received this financial year.

To ensure that the level of finances held in the BMM account is maintained, 10% of the amount in the Community account at the end of each month continues to be transferred to the BMM account.

Despite the restrictions imposed as a result of the pandemic, the National Committee continued to meet every other month utilising the Zoom subscription that was initially set up to deliver the #engage_and_connect sessions. This was also the platform used to deliver the AGM which took place in September 2020. There were no changes in those sitting on the National Committee, it was agreed that there was value in the Advisory Committee but because of circumstances would revisit at the 2021 AGM, and changes to the membership types were submitted.

Financial Review

During the 2019 / 2020 financial year, income was £33,541 and expenditure was £50,413. The 2020 National Conference was cancelled due to COVID-19 restrictions, thus £13,749 of income received during the year relating to this has been deferred until 2021. Net deficit for the year was £16,872 reducing reserves from £66,807 to £49,935 at the end of the year. The deposit (BMM) account closed with a balance of £42,853. This is in excess of the reserves policy of maintaining the equivalent of three to six months expenditure. The level of reserves will continue to be kept under review and plans considered to ensure funds are spent effectively.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2020 (continued)

Trustees' responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP). Company law requires the trustees to prepare accounts in accordance with FRS102 for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

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

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies, and in accordance with the governing document and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

By order of the board on 21 MAY 2021
and signed on its behalf by



S Cliften
Trustee

INDEPENDENT ACCOUNTANTS' REPORT TO THE TRUSTEES OF ENGAGE IN THEIR FUTURE LTD

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 August 2020, which are set out on pages 7 to 14.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

INDEPENDENT EXAMINER'S REPORT

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

- 1) accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- 2) the accounts do not accord with those accounting records; or
- 3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- 4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



J E HARRIS FCCA
KNIGHT GOODHEAD LIMITED
Chartered Accountants
7 Bournemouth Road
Chandler's Ford, Eastleigh
Hampshire SO53 3DA

Dated: **20 May 2021**

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2020

(Including Income and Expenditure Account)

| | Notes | Unrestricted funds £ | Restricted funds £ | Total 2020 £ | Total 2019 £ |
|----------------------------------------|-------|----------------------------|--------------------------|--------------------|--------------------|
| INCOME | | | | | |
| Charitable activities | 3 | 33,441 | - | 33,441 | 61,334 |
| Investment income | | 100 | - | 100 | 117 |
| TOTAL INCOME | | 33,541 | - | 33,541 | 61,451 |
| EXPENDITURE | | | | | |
| Charitable activities | 4 | 50,413 | - | 50,413 | 63,302 |
| TOTAL EXPENDITURE | | 50,413 | - | 50,413 | 63,302 |
| NET EXPENDITURE IN YEAR | | (16,872) | - | (16,872) | (1,851) |
| FUND BALANCES AT 31 AUGUST 2019 | | 66,807 | - | 66,807 | 68,658 |
| FUND BALANCES AT 31 AUGUST 2020 | | 49,935 | - | 49,935 | 66,807 |

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derives from continuing activities.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

**COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2019**

(Including Income and Expenditure Account)

| | Unrestricted funds £ | Restricted funds £ | Total 2019 £ |
|----------------------------------------|----------------------------|--------------------------|--------------------|
| INCOME | | | |
| Charitable activities | 61,334 | - | 61,334 |
| Investment income | 117 | - | 117 |
| TOTAL INCOME | 61,451 | - | 61,451 |
| EXPENDITURE | | | |
| Charitable activities | 63,302 | - | 63,302 |
| TOTAL EXPENDITURE | 63,302 | - | 63,302 |
| NET EXPENDITURE IN YEAR | (1,851) | - | (1,851) |
| FUND BALANCES AT 31 AUGUST 2018 | 68,658 | - | 68,658 |
| FUND BALANCES AT 31 AUGUST 2019 | 66,807 | - | 66,807 |

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

Company number: 05491902


BALANCE SHEET AT 31 AUGUST 2020

| | Notes | £ | 2020 £ | £ | 2019 £ |
|-------------------------------------------------------|-------|-----------------|---------------|----------------|---------------|
| FIXED ASSETS | | | | | |
| Intangible assets | 6 | | 18,180 | | - |
| CURRENT ASSETS | | | | | |
| Debtors | 7 | 7,692 | | 13,461 | |
| Cash at bank and in hand | | <u>45,815</u> | | <u>54,919</u> | |
| | | 53,507 | | 68,380 | |
| CREDITORS: amounts falling due within one year | 8 | <u>(21,752)</u> | | <u>(1,573)</u> | |
| NET CURRENT ASSETS | | | 31,755 | | 66,807 |
| NET ASSETS | 11 | | <u>49,935</u> | | <u>66,807</u> |
| FUNDS | | | | | |
| Unrestricted general funds | 10 | | 28,050 | | 43,044 |
| Unrestricted designated funds | 10 | | 21,885 | | 23,763 |
| TOTAL FUNDS | | | <u>49,935</u> | | <u>66,807</u> |

For the financial year ended 31 August 2020, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the period and of its net income or expenditure for the financial period, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

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

Approved by the board of trustees on 21 MAY 2021
and signed on its behalf by



S Clifflen
Trustee

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

1 ACCOUNTING POLICIES

a) Accounting convention

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

The financial statements have been prepared under the historical cost convention. The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue. The charitable company is a public benefit organisation.

b) Income

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be qualified with reasonable accuracy. The following policies are applied to particular categories of income:

- Subscription income is accounted for on an accruals basis.
- Investment income is included when receivable.
- Income from activities for generating funds are accounted for when earned.

c) Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

d) Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

1 ACCOUNTING POLICIES (continued)

e) Intangible fixed assets

Intangible fixed assets are included in the accounts at cost, with items over £100 being capitalised.

Amortisation is provided on fixed assets to spread the cost over the estimated useful lives of the relevant assets at the following rates:

| | |
|---------------|-------------------|
| Website costs | 25% straight line |
|---------------|-------------------|

f) Fund accounting

Funds held by the charitable company are either:

| | |
|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Unrestricted general funds | Funds which can be used in accordance with the charitable objects at the discretion of the trustees. |
| Restricted funds | Funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose. |

2 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 27 June 2005 in England and Wales, registered number 5491902. The charitable company was registered on 18 July 2005 with the Charity Commission in England and Wales, registered number 1110473.

The registered office of the charitable company is PO Box 451, Horley, Surrey, RH6 6AW.

3 CHARITABLE ACTIVITIES INCOME

| | Unrestricted funds £ | Restricted funds £ | Total 2020 £ | Total 2019 £ |
|--------------------|----------------------------|--------------------------|--------------------|--------------------|
| Conference | - | - | - | 29,398 |
| Subscriptions | 31,161 | - | 31,161 | 30,036 |
| Awards sponsorship | 2,000 | - | 2,000 | 1,500 |
| Donations | 250 | - | 250 | 400 |
| Sport Festival | 30 | - | 30 | - |
| | 33,441 | - | 33,441 | 61,334 |

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

| 4 | CHARITABLE ACTIVITIES EXPENDITURE | Unrestricted funds £ | Restricted funds £ | Total 2020 £ | Total 2019 £ |
|---|-----------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| | Conference expenses | 2,035 | - | 2,035 | 28,575 |
| | Committee expenses | 2,005 | - | 2,005 | 4,242 |
| | Committee room hire | 1,254 | - | 1,254 | 600 |
| | Wages and salaries | 22,667 | - | 22,667 | - |
| | Pension | 347 | - | 347 | - |
| | Just Giving | 180 | - | 180 | 216 |
| | Website and database | 442 | - | 442 | 360 |
| | Amortisation and depreciation | 6,060 | - | 6,060 | - |
| | Admin and bookkeeping expenses | 11,286 | - | 11,286 | 21,111 |
| | Insurance | 312 | - | 312 | 312 |
| | Accountancy and independent examination | 1,200 | - | 1,200 | 1,110 |
| | Awards expenses | 2,058 | - | 2,058 | 6,143 |
| | Grants | - | - | - | 460 |
| | Sport festival | 567 | - | 567 | 173 |
| | | <u>50,413</u> | <u>-</u> | <u>50,413</u> | <u>63,302</u> |

5 EMPLOYEES AND TRUSTEES

There was 1 employee (2019: Nil) during the year. Salary and pension costs are disclosed in note 4. Employers national insurance costs were £nil due to the Employment Allowance claimed.

None of the trustees (nor any person connected with them) received any remuneration during this or the prior year.

Three trustees were reimbursed for travelling expenses of £287 (2019: £1,207) during the year, which were incurred in their roles as National Committee officer and Regional Representatives.

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020**6 INTANGIBLE FIXED ASSETS****Website costs**
£**COST**

At beginning of year

6,000

Additions

24,240

Disposals

(6,000)

At end of year

24,240**AMORTISATION**

At beginning of year

6,000

Charge

6,060

Disposals

(6,000)

At end of year

6,060**NET BOOK VALUE**

At end of year

18,180

At beginning of year

-**7 DEBTORS****2020****2019****£****£**

Other debtors

-

883

Prepayments and accrued income

7,69212,5787,69213,461**8 CREDITORS: amounts falling due within one year****2020****2019****£****£**

Other taxation and social security

5,565

-

Other creditors

1,298

493

Accruals

1,140

1,080

Deferred income

13,749

-

21,7521,573**9 DEFERRED INCOME****£**

Total deferred income at 1 September 2019

-

Net movement to statement of financial activities

13,749

Total deferred income at 31 August 2020

13,749

ENGAGE IN THEIR FUTURE LTD

(Company limited by guarantee and not having a share capital)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2020

| 10 UNRESTRICTED FUNDS | Funds b/fwd £ | Income £ | Expenditure £ | Transfers £ | Funds c/fwd £ |
|----------------------------------------------|---------------------|-------------|------------------|----------------|---------------------|
| <i>DESIGNATED FUNDS</i> | | | | | |
| Website fund | 20,000 | - | (6,060) | 4,240 | 18,180 |
| Peer review fund | 3,000 | - | - | - | 3,000 |
| National Awards and National Creative Awards | 763 | 2,000 | (2,058) | - | 705 |
| Total designated funds | 23,763 | 2,000 | (8,118) | 4,240 | 21,885 |
| <i>GENERAL FUNDS</i> | 43,044 | 31,541 | (42,295) | (4,240) | 28,050 |
| | 66,807 | 33,541 | (50,413) | - | 49,935 |

Website fund

Funds set aside for the development and delivery of a new website.

Peer review fund

Funds set aside for the development and implementation of a peer review framework.

National Awards and National Creative Awards

Funds set aside for the National Awards and National Creative Awards events.

| 11 ANALYSIS OF NET ASSETS BETWEEN FUNDS | Unrestricted funds £ | Designated funds £ | Total funds £ |
|------------------------------------------------------------|----------------------------|--------------------------|---------------------|
| <i>Fund balances at 31 August 2020 are represented by:</i> | | | |
| Intangible fixed assets | - | 18,180 | 18,180 |
| Debtors | 7,692 | - | 7,692 |
| Cash at bank and in hand | 42,110 | 3,705 | 45,815 |
| Creditors: amounts falling due within one year | (21,752) | - | (21,752) |
| | 28,050 | 21,885 | 49,935 |
| <i>Fund balances at 31 August 2019 are represented by:</i> | | | |
| Intangible fixed assets | - | - | - |
| Debtors | 1,461 | 12,000 | 13,461 |
| Cash at bank and in hand | 43,156 | 11,763 | 54,919 |
| Creditors: amounts falling due within one year | (1,573) | - | (1,573) |
| | 43,044 | 23,763 | 66,807 |

12 COVID 19 PANDEMIC - POST BALANCE SHEET EVENT

In March 2020, the unprecedented coronavirus outbreak affected our future plans and restrict our ability to run our annual conference and usual events as we have in the past. The charity was fortunate to not need any support introduced by the Government and were able to defer events to 2021 without any financial impact. Our aim is to resume normal events as soon as government policy allows. We will continue to keep the situation under close review.