

ABLAZE A BUSINESS LEARNING ACTION ZONE FOR EDUCATION

England & Wales · Charity number 1110956

Details

Other names	ABLAZE
Status	Registered
Legal form	Charitable company
Company number	05385880
Registered	2005-08-19
Register	View on the Charity Commission register

Contact

Address	c/o TLT LLP One Redcliff Street Bristol BS1 6TP
Phone	07779790149
Email	enquiries@ablazebristol.org
Website	www.ablazebristol.org

Activities

Objects: TO ADVANCE THE EDUCATION AND TRAINING OF YOUNG PEOPLE, BY CREATING, DEVELOPING AND SUSTAINING PARTNERSHIPS BETWEEN EDUCATION, BUSINESS AND THE PUBLIC SECTORS, THEREBY RAISING THE EQUITY AND QUALITY OF EDUCATION AND THE ASPIRATIONS AND ACHIEVEMENTS OF YOUNG PEOPLE.

Activities: Projects designed to improve aspiration, achievement and attainment in schools

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Children/young People, The General Public/mankind

Geography

- Bath And North East Somerset
- Bristol City
- North Somerset
- South Gloucestershire
- Wiltshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£210,069	£232,681	-	-
2023-08-31	£184,853	£202,687	-	-
2022-08-31	£137,938	£176,194	-	-
2021-08-31	£132,565	£151,572	-	-
2020-08-31	£143,050	£157,322	-	-

Trustees

Name	Role	Appointed
Ashley John Reginald Daniells	Chair	2019-04-30
Julia Sian Thomas		2021-04-01
Martin Craig Jones		2024-10-15
Richard Stokes		2021-04-01
Shawnett Morgan		2021-04-01
Simon Rupert John Wilks		2023-07-19
William Madoc Crameri		2025-09-04

ABLAZE A BUSINESS LEARNING ACTION ZONE FOR EDUCATION

England & Wales - Charity number 1110956

Accounts

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2024

ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Ashley Daniells Shawnett Morgan Richard Stokes Julia Thomas Simon Wilks Martin Jones
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	Ablaze c/o TLT One Redcliff Street Bristol BS1 6TP
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2024.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and young people in education and starting out on their careers (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in our region.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's work therefore provides children and young people with the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

This year has been a successful one for Ablaze, in terms of our programme delivery levels and our income generation. We have supported 543 young people through our programmes, a significant increase on the previous year.

Increased delivery has meant increased service income from our business and school partners. In 2023/24 our income was higher than we expected, as we were able to run more programmes than we had anticipated, and we were fortunate to receive a number of grants and donations in the year. However, our income was still less than our expenditure. We have therefore again had to use some of our reserves, as well as funds we had designated for growth, to continue providing our services. To ensure we can grow our reserves and grow as a charity, we are working with our Fundraising Consultant to increase our grants and donations. 2025 is our 20th anniversary and we have a target to take this income stream above £150,000. Our reserves remain lower than the figure stated in our reserves policy, however our financial situation is more secure than it has been in previous years.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- Across this financial year we have worked with 543 young people, trained 256 new volunteers, partnered with 31 businesses, delivered programmes in 47 schools and 2 community settings
- 11 Career Mentoring programmes were successfully delivered with 62 volunteers impacting 184 young people
- We successfully ran a Airbus Youth Programme at the Airbus site in Filton with twenty year 9 students from Abbeywood Community School.
- On our Reading and Number Partners programme we trained 181 volunteers who supported 259 young people across 15 schools
- Our Early Career Mentoring programme was delivered by 10 volunteers to 90 children in 3 schools.
- We successfully ran our second NatWest funded Career Sense programme in the Autumn of 2023. We used our learnings from this model to enhance our Employment & Skills programme and managed to win a contract with South Gloucestershire Council to deliver this to NEET young people from South Glos. 9 young people completed the workshops and 8 completed the work placements. A second round of this programme, called Engaging Potential, is running in the Autumn of 2024.
- We held our 8th poetry competition on the theme of 'peace'.
- Our sitting Board of Trustees Chair, Beth Evans finished her term and retired from the Board. A new Chair, Ashley Daniells was voted in and started his tenure in July 2024.
- We continue to increase our social media profile and gaining more followers, raising our profile and helping us to get new business contacts.

Once again, we can report that our delivery levels rose, and we were able to support more young people as a result. Although we didn't achieve our target of matching our income to our expenditure this year, we decreased the shortfall again and ended the year in a more secure position than for a few years.

Programmes are performing well; we are particularly pleased with the development of our Employment & Skills Programme and that we were able to win a contract from South Glos. Council to deliver this - it was very successful and feedback from SGC has been extremely positive. We are submitting a large-scale bid to the National Lottery to enable us to expand our offering for the next three years.

School budgets are still very stretched which means hardly any schools can pay for our programmes. Project Managers have worked hard to ensure that this income has not reduced through securing agreements with participating businesses to cover the school fees. This is now baked into SLAs.

- Issues facing young people are not changing or decreasing in challenge - in some areas they are getting worse. The need for our services is as great as ever:
- 1 in 5 children in the UK still don't own a book or read at home
- Over 18,000 of our Bristol children are living in poverty
- 16-year-olds from lower socio-economic backgrounds are 50% less likely than their peers to achieve grade 5 or above in their GCSEs
- There are wards in the city where less than 8% of 18-year-olds even apply to higher education
- Numbers of young NEETS (not in education employment or training) are continuing to rise

Evaluation shows that our programmes do make a difference, and our impact remains strong across the age ranges we support.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Career Mentoring

- 91% felt more confident about themselves and their abilities
- 99% learned about career pathways
- 96% learned about the skills needed for work
- 74% of students now have more ideas or a better plan for what they might like to do in the future

“It's important to learn and take opportunities if we are to accomplish our dreams” - Student, Bridge Learning Campus

“I've learnt so much from this I want to come back!” -Student, Trinity Academy

“This is a fantastic programme that provides young people with an insight into the future and help them develop key skills they will need later on. It explores a variety of topics and allows students to build on their confidence.” -Volunteer mentor, AtkinsRealis

Early Career Mentoring

- 77% of pupils agreed they had learnt what skills are important for work
- 87% of pupils agreed that they now understood opportunities are for all genders and backgrounds
- 79% agreed that it had been good to talk to and learn from Bristol City Leap

“It was an amazing experience because it gave me an idea what to do in the future!” - Pupil, St Mary Redcliffe Primary

“The day was ridiculously exciting for the pupils, they got to talk to people they didn't know, do things they've not done before and share what they do know.” -Teacher, Merchant's Academy

Reading and Number Partners

Of the pupils on the Reading Partners programme:

- 96% read with more confidence
- 96% improved their literacy attainment levels

Of the pupils on the Number Partners programme:

- 80% are more confident with their mental maths
- 95% have improved their maths attainment levels

Of all pupils supported:

- 92% improved self-confidence

“We love having reading volunteers in school! We target the support specifically on our younger children who have English as an additional language and they find it so beneficial, and the progress they've made is fantastic. The volunteers are also an absolute delight to work with.” -Teacher, Badock's Wood

“Participating in this programme is very different from everything else I do and has given me a unique opportunity to develop new skills and give back to the next generation. It's very rewarding.” -Volunteer, Airbu

Airbus Foundation Youth Programme

- 100% of students have a clearer view of their future vocation
- 95% improved their confidence and self-esteem
- 100% have increased knowledge and experience of the world of work
- 47% have increased engagement in learning and school

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

"It's a great experience and it has helped me especially to take in ideas for future jobs as I was unsure." " I would say that this programme is really fun, useful, and inspiring." - Students, Abbeywood Community School

"I take joy in watching the students learn, challenge and develop. I also enjoy seeing them change personally over the 20 weeks. I have been inspired by some of the students' determination and transformation from a shy individual to a competent, confident young professional." - Airbus Volunteer Mentor

Employment & Skills Programme

We supported 22 young people through the programme in this academic year.

- 87% now feel more optimistic when thinking about future employment
- 75% have developed their goals for the future
- 75% have better knowledge of how to make a good impression when applying for a job or apprenticeship
- 75% improved in their ability to remain confident in themselves
- 87% now have ideas about which jobs or careers fit their interests and skills

"The programme honestly changed my life; I made new friends and my confidence has been boosted and my skills have been developed. I applied for a role at Southmead Hospital which honestly would make my life change forever. I could never do this if it weren't for Ablaze and the NHS for making this possible"

"One of the best workshops ever, honestly gave me courage and confidence and made me believe in myself." - Participating Young People

"We've hosted two wonderful participants from Ablaze. It's been amazing for them and for our staff team. It's really brought us together and changed our dynamics as it's allowed some staff to manage people for the first time. Overall, amazing benefits and the impact is going to be long-lived so I would definitely recommend getting involved." - Work placement Host, Healthwatch

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Financial review

The charity reported net income of £210,069. This was more than forecasted in our budget by £2,646, meaning our funds reduced by £22,612 by the end of the year.

Our charging income was still lower than pre-Covid levels in 2023/24 although up from the year before. Our income from grants, contracts and fundraising was higher than last year.

Once again, as predicted, our expenditure has been greater than our income in 2023/24. We continue to invest in fundraising and new ways to deliver our programmes in order to bring our income and expenditure back in line. Our 20th Anniversary campaign should help to boost our income, as well as some significant grant applications we are waiting for news on. We are hopeful we come closer to balancing the books in 2024/25.

Fundraising activities

We designated £2,210 during 2023/24 to spend on fundraising to try and recoup our current and expected losses. We spent £2,210 of these designated funds, so no funds are carried forward to 2024/25. The need for fundraising to support our activities continues, and we will be running a fundraising campaign in 2024/25 to celebrate our 20th anniversary, using the Fundraising Campaign restricted funds.

2023/24 saw a growth in programme delivery from the previous year. We increased the number of school and business partnerships, ran a full programme of the Airbus Foundation Youth Programme, and started a new Employment and Skills Programme run in partnership with South Gloucestershire Council thanks to funding from the West of England Combined Authority and the National Lottery.

The focus for fundraising is in part to support the schools' programmes, due to the pressures on schools' budgets, but mostly on funding our core costs, such as insurance, accountancy costs, administration and programme development.

We received grants and donations from the Burges Salmon Charitable Trust, The Woodward Charitable Trust, Rotary Club of Bath, Tesco Stronger Starts, the Quartet Community Foundation, Triodos Foundation, the Garfield Weston Foundation, the Wiltshire Community Foundation, the Medlock Charitable Trust, the Hargreaves Foundation, Fund Their Future, the Grace Trust, CMS Cameron McKenna Foundation, the DWF Foundation, the Denman Charitable Trust, Bristol Airport Diamond Fund, Postcode Local Trust, Society of Merchant Venturers, Action Funder and the Nisbet Trust. We also had our wonderful volunteers from Clarke Willmott and Unite Students fundraise for Ablaze.

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Policy on reserves

Unrestricted reserves at 31st August 2024 were £80,249.

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any unexpected expenditure or shortfalls in income. £120,599 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is ringfenced to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern.

In addition to these reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2024/25.

Fundraising

We carried forward £2,210 from 2022/23, to continue to recoup the anticipated shortfall between our expenditure and income. We spent all of these funds during the financial year. We have contracted a new fundraiser to work on the Trusts and Foundations fundraising and allocated a portion of our Project Coordinators time to support with this. Our CEO will continue to focus her time on securing financial support from business and winning new contract work. She was successful in winning the contract with South Glos. Council and then securing match funding from the National Lottery Awards for All to deliver the Employment & Skills Programme.

IT

We carried forward £1,000 of designated funds for IT, which could be used to upgrade our IT equipment as needed. These funds remained unspent in 2023/24; however, as much of our current IT equipment is aging, we are retaining these funds for future replacements.

The total unrestricted reserves less designated funds leaves us with a shortfall of £72,267 at the end of the 2023/24 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2024/25.

Office accommodation

TLT Solicitors provided Ablaze with office accommodation in 2023/24. This contribution is valued at £20,000 per annum.

However, due to taking on Government Contracts, TLT will no longer be able to provide us with pro-bono office space within their office floors from February 2025. They have offered us space on their public meeting floor for one day a week and storage for our equipment. We will be researching alternative pro-bono options and may need to fundraise to pay for space next year.

Pay policy for senior staff

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 8 to the accounts.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Plans for future periods

Aims and key objectives for future periods

Successes to note against targets set in our 2023/24 business plan:

- Maintaining delivery levels of CM through the one-day programme
- Growing delivery of our RP/NP partnerships by 25% this year
- The negotiation of funding for the Airbus programme with the British Early Careers Team to enable delivery to continue into 24/25
- Winning the contract with South Glos. to deliver the Engaging Potential programme, an iteration of our Employment & Skills package for NEET young people
- Securing match funding from National Lottery to top up the funding for this programme which enabled us to bring our Project Assistant Lucy Meadows back on board
- Ensuring good levels of impact for our participants on the one-day CM and ECM programmes
- Securing a sizable grant from Garfield Weston, £25K a year for two years
- Increasing our Linked In followers to 583

Our 2024/25 business plan has the following key goals for Ablaze:

1. Retain and strengthen our current partnerships across all our programmes and contracts to ensure retention and progression with businesses and schools
2. Achieve the programme targets set out in Project Plan for Career Mentoring
 - Create two new One Day CM partnerships
 - Create two new ECM partnerships
3. Achieve the targets set out in the Project Plan for RP/NP
 - To ensure effective growth, all existing businesses and schools in 2024-25 will continue with RP/NP going into the following academic year.
 - Of the new partnerships created, at least 2 of these programmes will be delivered outside Bristol, with an increasing interest from potential new partners.
 - To have sourced funding from existing business partners and external funds to ensure RP/NP is free for all schools going forward.
4. Achieve the targets set out in the Project Plan for Employment & Skills
 - Secure repeat funding from South Glos. and other sources to continue the programme beyond March 25
 - Produce 4 case studies.
 - Secure one large business to fund and participate in an E&S programme by autumn 2025.
5. Raise £60,000 through fundraising and business development activity
6. Raise a further £50,000 through our 20th Anniversary campaign in 2025, our 20th year

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees: Bethan Evans (resigned 9 July 2024)
Ashley Daniells
Shawnett Morgan
Richard Stokes
Julia Thomas
Simon Wilks
Martin Jones (appointed 15 October 2024)

Secretary: Victoria Gibbs

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. It is a registered charity with the Charity Commission.

Recruitment and appointment of trustees

The Board undertook a fundamental review of the governance of the charity in 2020/21 to ensure that arrangements were robust and represented best practice. New Articles of Association were adopted on 26th February 2021. In addition, a New Governance Handbook was prepared.

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page 1.

During this year we have appointed another new Trustee. He works at Unite Students and has been volunteering for Ablaze for several years. He brings an understanding of the challenges facing young people alongside a first hand perspective of being a volunteer.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2024. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risk remains that depleted reserves continue to put pressure on the charity to focus attention on raising funds and does not enable medium term strategy. Our budget is insufficient to enable key objectives and priorities to flourish. Funding our expenditure leads to our shortfall increasing. The shortfall in programme income is not raised through funding bids and expenditure continues to exceed income eventually leading to the charity running out of viable reserves. Clearly articulated mitigations are in place for these main risks.

Conclusion

I am incredibly proud of how Ablaze has adapted and evolved over the past year - my first as Chair of the board. Our programmes have grown in response to changing needs, ensuring that we continue to make a meaningful impact. We have embraced new ways of working, expanded our reach and strengthened existing partnerships, all while staying true to our mission of tackling inequality of opportunity. The changes have allowed us to support more young people in more effective ways, whether through early career mentoring, reading and number partners or our fantastic Employment and Skills programme.

This year is particularly special as we celebrate Ablaze's 20th anniversary - a milestone that reflects two decades of dedication to empowering young people. I want to take the opportunity to reiterate how fantastic it is for a charity of Ablaze's size to be celebrating its 20th anniversary. It is not just a chance for us to look back at what we achieved, but an opportunity to reaffirm our commitment to closing education gaps, creating new partnerships and driving our programmes forward. The team have exciting plans ahead to celebrate this remarkable achievement.

Thank you to our dedicated team, who work tirelessly to make the charity the success it is. They make a huge difference to countless young people across the region.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on ^{13 May 2025} and signed on its behalf by:



.....
Ashley Daniells
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 13 May 2025 and signed on its behalf by:



.....
Ashley Daniells
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

Mr A R Dicker

.....
Anthony Robin Dicker FCA

16 / 05 / 2025
Date:.....

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2024 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income and Endowments from:					
Donations and legacies	3	61,423	110,221	171,644	119,089
Charitable activities	4	37,462	-	37,462	64,302
Investment income	5	963	-	963	634
Other income		-	-	-	828
Total income		<u>99,848</u>	<u>110,221</u>	<u>210,069</u>	<u>184,853</u>
Expenditure on:					
Charitable activities	6	<u>(128,790)</u>	<u>(103,891)</u>	<u>(232,681)</u>	<u>(202,687)</u>
Total expenditure		<u>(128,790)</u>	<u>(103,891)</u>	<u>(232,681)</u>	<u>(202,687)</u>
Net (expenditure)/income		<u>(28,942)</u>	<u>6,330</u>	<u>(22,612)</u>	<u>(17,834)</u>
Net movement in funds		(28,942)	6,330	(22,612)	(17,834)
Reconciliation of funds					
Total funds brought forward		<u>80,249</u>	<u>16,178</u>	<u>96,427</u>	<u>114,261</u>
Total funds carried forward	18	<u><u>51,307</u></u>	<u><u>22,508</u></u>	<u><u>73,815</u></u>	<u><u>96,427</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 18.

The notes on pages 15 to 27 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880)
Balance Sheet as at 31 August 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	568	1,570
Current assets			
Debtors	13	12,931	20,496
Cash at bank and in hand	14	<u>65,083</u>	<u>77,391</u>
		78,014	97,887
Creditors: Amounts falling due within one year	15	<u>(4,767)</u>	<u>(3,030)</u>
Net current assets		<u>73,247</u>	<u>94,857</u>
Net assets		<u>73,815</u>	<u>96,427</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	18	24,483	16,178
Unrestricted income funds			
Unrestricted funds		<u>49,332</u>	<u>80,249</u>
Total funds	18	<u>73,815</u>	<u>96,427</u>

For the financial year ending 31 August 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 13 to 27 were approved by the trustees, and authorised for issue on ~~13 May 2025~~ and signed on their behalf by:

Ashley Daniells

.....
Ashley Daniells
Trustee

The notes on pages 15 to 27 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

1 Charity status

The charity is a private company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Ablaze
c/o TLT
One Redcliff Street
Bristol
BS1 6TP

The principal place of business is:

TLT
One Redcliff Street
Bristol
BS1 6TP

These financial statements were authorised for issue by the trustees on

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the company, and rounded to the nearest £.

Going concern

The worldwide Covid-19 pandemic continued to impact upon the charity's trading activity during the year. The trustees consider the impact on the charity to not be material and are confident that the charity, through bank reserves, has adequate resources and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations from individuals	1,923	29,862	31,785	47,336
Grants, including capital grants;				
Grants from companies	39,500	80,359	119,859	51,753
Donated services and facilities	20,000	-	20,000	20,000
	<u>61,423</u>	<u>110,221</u>	<u>171,644</u>	<u>119,089</u>

For the year ended 31 August 2023 £69,218 of the income above was attributable to unrestricted funds and £49,871 attributable to restricted funds.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

4 Income from charitable activities

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Primary purpose trading	37,462	37,462	64,302

For the year ended 31 August 2023 £64,302 of the income above was attributable to unrestricted funds and £nil attributable to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income; Interest receivable on bank deposits	963	963	634

For the year ended 31 August 2023 £634 of the income above was attributable to unrestricted funds and £nil attributable to restricted funds.

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2024 £	2023 £
Travel and subsistence	687	-	687	894
Direct costs	11,572	-	11,572	15,114
Subcontract costs	1,488	-	1,488	2,311
Employment costs	172,792	-	172,792	148,651
Website development and improvements to IT infrastructure	-	747	747	2,027
Rent	-	20,000	20,000	20,000
Sundry and other costs	-	92	92	385
Printing, postage and stationery	-	138	138	423
Accountancy fees	3,027	-	3,027	3,020
Independent examiner's fee	360	-	360	470
Legal and professional fees	1,701	-	1,701	1,612

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

	Activity undertaken directly £	Activity support costs £	2024 £	2023 £
Depreciation of tangible fixed assets	-	1,002	1,002	1,230
Contract expenses	19,075	-	19,075	6,550
	210,702	21,979	232,681	202,687

£128,790 (2023 - £157,319) of the expenditure above was attributable to unrestricted funds and £103,891 (2023 - £45,368) attributable to restricted funds.

In addition to the expenditure analysed above, there are also governance costs of £5,088 (2023 - £5,102) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology £	Premises costs £	Other support costs £	Total 2024 £	Total 2023 £
Primary purpose trading	A	747	20,000	1,232	21,979	24,065

Basis of allocation

Reference	Method of allocation
A	Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2024 £	Total 2023 £
Accountancy fees	3,027	3,027	3,020
Independent examiner's fees	360	360	470
Legal and professional fees	1,701	1,701	1,612
	5,088	5,088	5,102

For the year ended 31 August 2023 £5,102 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2024	2023
	£	£
Depreciation of fixed assets	1,002	1,230
Independent Examiner's remuneration	<u>360</u>	<u>470</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	159,334	138,505
Social security costs	9,815	6,955
Pension costs	<u>3,643</u>	<u>3,191</u>
	<u>172,792</u>	<u>148,651</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2024	2023
	No	No
Charitable activities	<u>4</u>	<u>4</u>

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2023	4,373	4,373
At 31 August 2024	<u>4,373</u>	<u>4,373</u>
Depreciation		
At 1 September 2023	2,803	2,803
Charge for the year	<u>1,002</u>	<u>1,002</u>
At 31 August 2024	<u>3,805</u>	<u>3,805</u>
Net book value		
At 31 August 2024	<u>568</u>	<u>568</u>
At 31 August 2023	<u>1,570</u>	<u>1,570</u>

13 Debtors

	2024 £	2023 £
Trade debtors	3,525	18,795
Prepayments	1,562	1,701
Accrued income	<u>7,844</u>	<u>-</u>
	<u>12,931</u>	<u>20,496</u>

14 Cash and cash equivalents

	2024 £	2023 £
Cash on hand	24	-
Cash at bank	<u>65,059</u>	<u>77,391</u>
	<u>65,083</u>	<u>77,391</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

15 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	2,033	252
Other creditors	-	49
Accruals	2,734	2,729
	<u>4,767</u>	<u>3,030</u>

16 Pension and other schemes

Defined contribution pension scheme

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 £Nil (2023 - £Nil).

17 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

18 Funds

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Balance at 31 August 2024 £
Unrestricted funds				
<i>General</i>				
Unrestricted income fund	77,039	99,848	(128,555)	48,332
<i>Designated</i>				
Fundraising	2,210	-	(2,210)	-
IT	1,000	-	-	1,000
	<u>3,210</u>	<u>-</u>	<u>(2,210)</u>	<u>1,000</u>
Total unrestricted funds	<u>80,249</u>	<u>99,848</u>	<u>(130,765)</u>	<u>49,332</u>
Restricted funds				
Airbus fund	-	23,450	(23,450)	-
Fundraising campaign	3,500	-	-	3,500
Primary programmes	4,548	11,800	(13,348)	3,000
The Herman Miller Cares	3,930	-	(3,930)	-
Bristol Airport Community Fund	3,000	-	(3,000)	-
Quartet donation	-	6,000	(1,000)	5,000
The Siobhan Dowd Trust	1,200	-	(1,200)	-
Wiltshire Community Foundation	-	5,000	(5,000)	-
National Grid	-	19,000	(19,000)	-
We are Futures	-	15,000	(15,000)	-
WECA Grant - Engaging Potential	-	10,581	(10,581)	-
National Lottery	-	19,390	(6,407)	12,983
Total restricted funds	<u>16,178</u>	<u>110,221</u>	<u>(101,916)</u>	<u>24,483</u>
Total funds	<u><u>96,427</u></u>	<u><u>210,069</u></u>	<u><u>(232,681)</u></u>	<u><u>73,815</u></u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Balance at 31 August 2023 £
Unrestricted funds				
General				
Unrestricted income fund	97,166	134,982	(155,109)	77,039
Designated				
Fundraising	4,420	-	(2,210)	2,210
IT	1,000	-	-	1,000
	<u>5,420</u>	<u>-</u>	<u>(2,210)</u>	<u>3,210</u>
Total unrestricted funds	<u>102,586</u>	<u>134,982</u>	<u>(157,319)</u>	<u>80,249</u>
Restricted				
Airbus fund	-	18,200	(18,200)	-
Fundraising campaign	5,000	-	(1,500)	3,500
Future Quest	1,425	-	(1,425)	-
Poetry competition donations	1,750	-	(1,750)	-
Early career mentoring	2,500	400	(2,900)	-
Primary programmes	1,000	8,448	(4,900)	4,548
The Herman Miller Cares	-	6,496	(2,566)	3,930
Bristol Airport Community Fund	-	3,000	-	3,000
Fund Their Future donation	-	1,827	(1,827)	-
Quartet donation	-	5,000	(5,000)	-
The Siobhan Dowd Trust	-	1,500	(300)	1,200
Wiltshire Community Foundation	-	5,000	(5,000)	-
	<u>-</u>	<u>5,000</u>	<u>(5,000)</u>	<u>-</u>
Total restricted funds	<u>11,675</u>	<u>49,871</u>	<u>(45,368)</u>	<u>16,178</u>
Total funds	<u>114,261</u>	<u>184,853</u>	<u>(202,687)</u>	<u>96,427</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

Fundraising campaign funds was money donated to Ablaze from National Friendly to assist with the costs of running a fundraising campaign.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry competition funds are for running poetry workshops in selected local Primary Schools, as well as for the costs involved in running the poetry competition.

Early career mentoring funds are to develop and implement an Early Career Mentoring programme designed to introduce Year 6 pupils to the skills needed to work, raise their aspirations and prepare them for the transition to secondary school.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

The Herman Miller Cares funds are to support the Career Mentoring programme.

Bristol Airport Community Fund provided a donation from Bristol Airport's Environmental Improvement Fund to support programmes taking place in the fund's core area of support.

Fund Their Future provided a grant for purchasing new technology for running our programmes.

Quartet provided a grant to support programmes in the Quartet area of work (Bristol, North Somerset, South Gloucestershire, Bath and North East Somerset).

The Siobhan Dowd Trust donated money to purchase books for children taking part in the ABLAZE Reading Partners programme.

The Wiltshire Community Foundation provided a grant to support Career Mentoring programmes in Wiltshire.

The National Grid Community Grant was to support the provision of programmes in the fund's core area of support.

We Are Futures funds were a grant to provide an employability support programme to young people, supported by NatWest CareerSense.

WECA Engaging Potential was a grant from the West of England Combined Authority, paid to Ablaze by South Gloucestershire Council, to provide an employment and skills programme to NEET young people ages 16-25 living in South Gloucestershire.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2024

The National Lottery Community Fund grant was to provide extra support to young people taking part in the Engaging Potential employability programme, as well as to further develop the programme so that we can support more young people in the West of England region.

19 Analysis of net assets between funds







	Unrestricted funds at 31 August 2023	Restricted funds at 31 August 2023	Total funds at 31 August 2024
	£	£	£
Tangible fixed assets	568	-	568
Current assets	53,531	24,483	78,014
Current liabilities	(4,767)	-	(4,767)
Total net assets	49,332	24,483	73,815
	Unrestricted funds at 31 August 2022	Restricted funds at 31 August 2022	Total funds at 31 August 2023
	£	£	£
Tangible fixed assets	1,570	-	1,570
Current assets	81,709	16,178	97,887
Current liabilities	(3,030)	-	(3,030)
Total net assets	80,249	16,178	96,427

20 Related party transactions

There were no related party transactions in the year.

Title	Ablaze final accounts for signature
File name	Ablaze_final_accounts_2023-24.pdf
Document ID	21080c099ce59d5c6f2eb66718626ee16ea86fb6
Audit trail date format	DD / MM / YYYY
Status	● Signed

Document history

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 COMPLETED	16 / 05 / 2025 09:57:30 UTC	The document has been completed.

Accounts

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2023

ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Bethan Evans Ashley Daniells Shawnett Morgan Richard Stokes Julia Thomas Simon Wilks
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	C/o Milsted Langdon LLP Freshford House Redcliffe Way Bristol BS1 6NL
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2023.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and young people in education and starting out on their careers (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in our region.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's work therefore provides children and young people with the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

We have had a more productive year this year than last. Our programme delivery increased significantly against the levels of the previous year and this has meant increased service income from our business and school partners. Our reserves remain lower than pre-Covid levels but with increased income from programmes and contracts and some success with our grant funding we are ending the year in a more secure position financially. We will need to continue to monitor income and cash flow throughout the coming year and also work to secure more grant funding to ensure that our reserves remain steady and if possible are brought back up to a level where they match our reserves policy figures.

Demand for our services continues to increase as young people are still presenting with developmental and attainment issues due to the effects of the pandemic across all age ranges.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- Across this financial year and into the Autumn of 2023 we have worked with 762 young people, trained 505 volunteers, partnered with 31 businesses, delivered programmes in 53 schools and 2 community settings
- Seventeen Career Mentoring programmes were successfully delivered with sixteen partnerships, impacting 261 young people
- We successfully ran a full Airbus Foundation Youth Programme at the Airbus site in Filton with twenty year 9 students from a local school.
- Our recruited Reading and Number Partner Project Manager did a fantastic job of rebooting the programme and from September 2022 to December 2023 we delivered 27 school-business partnerships, supporting 449 pupils through the recruitment and training of 310 volunteers.
- Our Project Manager has settled in really well and is proving a real asset to the team. Our Project Coordinator has also done a great job and will be promoted to Project Manager in January 2024.
- We delivered a pilot of our Early Career Mentoring programme in Autumn 2023 and are now looking at delivering it in six schools in the coming financial year
- Our one day Career Mentoring programme has proved popular with schools and businesses alike and was successfully delivered with five partnerships this year
- Our first NatWest funding Career Sense programme was a resounding success and we were re-contracted to run it again in the Autumn of 2023
- We held a pop-up book shop in the Galleries shopping centre in Bristol in the Spring where we were able to promote our work, interact with the public and engage parents in the benefits of reading with their children and raise almost a £1,000 from donations for books. Books were kindly donated to our shop by parent and volunteer groups. We welcomed over 200 children and their families to the shop while it was open
- We have successfully increased our social media profile and gained a significant number of followers on our channels which has led to new business contacts and partnerships

We are very pleased that our delivery levels have increased significantly this year and we appear to have come through the interruptions and challenges of Covid, although our finances remain tight and our continuing focus will need to be making sure we can match our income to our expenditure in the coming year.

Three years on young people are still being adversely affected by the pandemic and the disruption to their lives caused by COVID. The need for our services to support our young people with skill development, career information and guidance and mentoring is greater than ever. Additionally, still, school budgets are being squeezed by rising costs and this is making it harder for schools to budget for our programmes. Our partner businesses whilst also recognising the need to continue supporting young people, are facing the dual challenge of rising costs and hybrid working practices which make engaging on our programmes more complex. It has been very satisfying to see, despite these challenges, the loyalty of our existing business partners who recognise the investment of time and money is vital for their future workforce and for keeping social mobility alive through these difficult times. In addition, we have seen an appetite to engage with supporting young people from a range of new business partners which has enabled us to increase our activity and reach more young people in our region. We are very grateful for the new and continued support and commitment we receive.

Evaluation shows that our programmes do make a difference and our impact remains strong across the age ranges we support.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Career Mentoring

- 90% felt more confident about themselves and their abilities
- 100% learned about careers
- 95% learned about the skills needed for work
- 70% had a new or different plan for post GCSE's having taken part

"It's helped me realise how important school is and how it's not to be taken for granted" - Student, Bedminster Down

"It gave me a better understanding of my options and what's ahead of me" -Student, Oasis Academy Brislington

"I'm really pleased to have been given an opportunity to volunteer as a mentor for the Ablaze programme. As someone who is passionate about social mobility, I'm really proud to be a part of a scheme that helps to empower young people and to raise their aspirations and confidence" - Mentor TLT

Early Career Mentoring

8 volunteers supported a class of 28 year 5 pupils. After participating in the programme:

- 92% of pupils agreed they had learnt things they would never have thought to ask about
- 96% of pupils agreed they learnt what skills are important for work
- 100% of pupils agreed that they now understood opportunities are for all genders and backgrounds

"10/10!! It was a fantastic opportunity for pupils to engage with people from a local business. The day was a very interesting and inspiring. There was wide range of activities, and the volunteers were attentive and supportive!" -Teacher, Henbury Court Primary Academy

Reading and Number Partners

Of the pupils on the Reading Partners programme:

- 95% read with more confidence
- 100% improved literacy attainment
- 97% read more frequently

Of the pupils on the Number Partners programme:

- 84% more confident with mental maths
- 84% improved maths attainment

Of all pupils supported:

- 100% improved self-confidence

"We value the reading partners and can see the positive impact the programme has. The volunteers have promoted a higher level of interest and engagement in reading and improved the pupil's social and communication skills." - Teacher Badocks Wood

Airbus Foundation Youth Programme

- 100% of students have a clearer view of their future vocation
- 100% improved their confidence and self-esteem
- 100% have increased knowledge and experience of the world of work
- 70% have increased engagement in learning and school

"This programme is unique. It's enjoyable and feels like you're doing sophisticated work. It's fun, creative and interactive. It is an amazing opportunity and I'm glad I could be a part of it." - Student

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Employability Support with NatWest

- 14 young people enrolled on the programme
- 79% attendance rate to workshops
- 85% completed four week work placement at NatWest
- 100% showed a significant growth in confidence

“I’ve learned how to better communicate with people, how to articulate myself and get my point across.”

“I’ve gained self-confidence and belief in myself. I’ve realised that I can add value.”

TLT continue to be incredibly supportive and provide us with ongoing pro-bono office space, IT and Health and Safety support for which we thank the firm. During this financial year we were able to renew our agreement with the Senior Partner and secure another three years of office space, for which we are very grateful.

Financial review

The charity reported net income of £184,853. This was more than forecasted in our budget by £40,858, yet our funds reduced by £17,834 by the end of the year.

Our charging income was still lower than pre-Covid levels in 2022/23 although up from the year before. Our income from grants, contracts and fundraising was also less than in previous years.

Once again, as predicted, our expenditure has been greater than our income in 2022/23. We continue to invest in fundraising and new ways to deliver our programmes in order to bring our income and expenditure back in line. The launch of our Early Career Mentoring and the predicted success of our one-day Career Mentoring programme should help to boost our income. We are hopeful we come closer to balancing the books in 2023/24.

Fundraising activities

We designated £4,420 during 2022/23 to spend on fundraising to try and recoup our current and expected losses. We spent £2,210 of these designated funds, with £2,210 carried forwards to 2023/24. Despite increasing our output in terms of applications to Trust and Foundations we still battled against increased demand on funding pots.

All our programmes were back in operation this year and project managers worked hard to increase outputs across the board. We were able to deliver the Airbus programme, we secured a second contract from Nat West to deliver the Career Sense programme in the Autumn this year. We received grants from Garfield Weston, Wiltshire Community Fund, Quartet Community Foundation, Herman Miller Foundation, the Nisbet Trust, Bristol Airport Community Fund, Skipton Building Society Charitable Foundation, The Hedley Foundation, J&M Britton Charitable Trust, Denman Foundation, Fund Their Future, Siobhan Dowd Trust and Burges Salmon Charitable Trust. We ran a funding appeal to our business partners which brought in £10,000 in donations. These funds meant we were able to extend the Project Coordinator’s contract and uplift the role to Project Manager.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Policy on reserves

Unrestricted reserves at 31st August 2023 were £80,249.

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any unexpected expenditure or shortfalls in income. £103,574 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is ringfenced to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern.

In addition to these reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2023/24.

Fundraising

We carried forward £4,420 from 2021/22, to continue to recoup the anticipated shortfall between our expenditure and income. We spent £2,210 during the 2022/23 financial year. We will continue to use our contracted fundraiser to make applications to Trusts and Foundations and our CEO will focus her time on securing financial support from business and winning new contract work.

IT

We carried forward £1,000 of designated funds for IT, which could be used to upgrade our IT equipment as needed or for developing our online programmes. We were fortunate to receive a grant from Fund Their Future for purchasing iPads to use in our programmes. We have therefore not spent these designated funds and will carry them forward to use in 2023/24.

The total unrestricted reserves less designated funds leaves us with a shortfall of £20,115 at the end of the 2022/23 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2023/24.

Office accommodation

TLT Solicitors provide Ablaze with office accommodation. This contribution is valued at £20,000 per annum.

Pay policy for senior staff

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Plans for future periods

Aims and key objectives for future periods

We successfully hit most of our key goals from our 2021/22 business plan. We fell short of our target for Career Mentoring programmes but we exceeded our Reading and Number partners target. We raised more than our target of £40,000 through fundraising and business development activity. We secured our repeat contracts but didn't manage to raise an income of £10,000 through Employability Support.

Our 2023/24 business plan has the following key goals for Ablaze:

1. Retain and develop our current staff team
2. Focus on progressing the strategic development and promotion of our one-day and shorter-term programme offers to maximise our income and facilitate growth
3. Ensure that we achieve a balance between adapting programmes to ensure income generation and keeping true to our mission to achieve our charitable aims
4. Continue to develop our social media presence and our messaging to increase our profile, promote our work and realise increased partnerships and income
5. Focus on business development and fundraising, utilising the skills and expertise of the team. Retain and strengthen our current partnerships across all our programmes and contracts to ensure retention and progression with businesses and schools
6. Achieve the programme targets set out in Project Plan for Career Mentoring
 - Retain 13 current Core CM partnerships and secure 2 new ones
 - Secure 6 one-day CM partnerships
7. Achieve the targets set out in the Project Plan for RP/NP
 - 35% increase on 2022-23 year, grow from 13 partnerships to at least 17
 - Deliver 6 Early Career Mentoring programmes in 2023/4
8. Secure repeat contracts for the Nat West and Airbus Foundation programmes and win one new contract
9. Raise £40,000 through fundraising and business development activity

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Bethan Evans
	Ashley Daniells
	Shawnett Morgan
	Richard Stokes
	Julia Thomas
	Simon Wilks (appointed 19 July 2023)

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Secretary: Victoria Gibbs

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. It is a registered charity with the Charity Commission.

Recruitment and appointment of trustees

The Board undertook a fundamental review of the governance of the charity in 2020/21 to ensure that arrangements were robust and represented best practice. New Articles of Association were adopted on 26th February 2021. In addition, a New Governance Handbook was prepared.

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page 1.

During this year we have appointed 3 new Trustees. One has experience of working in the IT sector and comes with knowledge of business relationship building and a wealth of new business contacts. The other two are Junior Trustees. Both of these were graduates from our Nat West Career Sense programme so come with firsthand experience of our work and great knowledge of the issues and barriers currently facing young people in our region. The board felt it was important to have the voice of young people (the charity's core focus) on the board.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

Arrangements for setting key management personnel remuneration

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2023. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risks are continuing uncertainty post-Covid and facing the current 'cost of living' crisis - inability to future proof or plan ahead; expenditure continuing to outstrip income means reserves continue to be spent on core expenses; challenges with successful applications for funding presents potential inability to raise required funds to meet our shortfall. Clearly articulated mitigations are in place for these main risks.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Conclusion

This year has seen Ablaze and its services start to emerge from the very difficult last few years, and our operations are nearly back to pre-Covid levels. But the impact of the pandemic, on both our business partners' ways of working and on the needs of young people, means that we are still facing very challenging times. Our focus remains on raising funds, which itself requires resource and time. But we need to recoup our reserves to get to a sustainable financial position.

Our flexible programme design is working very well and we are attracting new business partners across our region. Early Career Mentoring and One-day Career Mentoring sessions are proving very popular. We see our shorter programmes as valuable in their own right but also an entry point to the creation of longer terms relationships with businesses and partners.

Our work is still vital - probably more now than ever - given the impact of recent years on young peoples' confidence and opportunities.

Our thanks as always to Sally and the whole Ablaze team. The staff are amazing and go above and beyond every day!

This will be my last contribution to an Ablaze Annual Report as Chair of the board as I am standing down at the completion of my term as a Trustee. It has been an absolute privilege to help steer the organisation through the last few years and to work with such inspiring people.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 14 May 2024 and signed on its behalf by:



.....
Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 14 May 2024 and signed on its behalf by:



.....
Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

Mr A R Dicker

Anthony Robin Dicker FCA

22 / 05 / 2024
Date:.....

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2023 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income and Endowments from:					
Donations and legacies	3	69,218	49,871	119,089	90,365
Charitable activities	4	64,302	-	64,302	47,262
Investment income	5	634	-	634	50
Other income		828	-	828	261
Total income		<u>134,982</u>	<u>49,871</u>	<u>184,853</u>	<u>137,938</u>
Expenditure on:					
Charitable activities	6	<u>(157,319)</u>	<u>(45,368)</u>	<u>(202,687)</u>	<u>(176,194)</u>
Total expenditure		<u>(157,319)</u>	<u>(45,368)</u>	<u>(202,687)</u>	<u>(176,194)</u>
Net (expenditure)/income		<u>(22,337)</u>	4,503	<u>(17,834)</u>	<u>(38,256)</u>
Net movement in funds		(22,337)	4,503	(17,834)	(38,256)
Reconciliation of funds					
Total funds brought forward		<u>102,586</u>	<u>11,675</u>	<u>114,261</u>	<u>152,517</u>
Total funds carried forward	18	<u><u>80,249</u></u>	<u><u>16,178</u></u>	<u><u>96,427</u></u>	<u><u>114,261</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 17.

The notes on pages 14 to 27 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880) Balance Sheet as at 31 August 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	1,570	1,093
Current assets			
Debtors	13	20,496	17,320
Cash at bank and in hand	14	<u>77,391</u>	<u>101,414</u>
		97,887	118,734
Creditors: Amounts falling due within one year	15	<u>(3,030)</u>	<u>(5,566)</u>
Net current assets		<u>94,857</u>	<u>113,168</u>
Net assets		<u>96,427</u>	<u>114,261</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	18	16,178	11,675
Unrestricted income funds			
Unrestricted funds		<u>80,249</u>	<u>102,586</u>
Total funds	18	<u>96,427</u>	<u>114,261</u>

For the financial year ending 31 August 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 12 to 27 were approved by the trustees, and authorised for issue on 14 May 2024 and signed on their behalf by:



.....
Bethan Evans
Trustee

The notes on pages 14 to 27 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

1 Charity status

The charity is a private company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/o Milsted Langdon LLP
Freshford House
Redcliffe Way
Bristol
BS1 6NL

The principal place of business is:

TLT
One Redcliff Street
Bristol
BS1 6TP

These financial statements were authorised for issue by the trustees on

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The financial statements are prepared in sterling, which is the functional currency of the company, and rounded to the nearest £.

Going concern

The worldwide Covid-19 pandemic continued to impact upon the charity's trading activity during the year. The trustees consider the impact on the charity to not be material and are confident that the charity, through bank reserves, has adequate resources and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations from individuals	15,665	31,671	47,336	13,618
Grants, including capital grants;				
Government grants	-	-	-	1,154
Grants from companies	33,553	18,200	51,753	55,593
Donated services and facilities	20,000	-	20,000	20,000
	<u>69,218</u>	<u>49,871</u>	<u>119,089</u>	<u>90,365</u>

For the year ended 31 August 2022 £57,222 of the income above was attributable to unrestricted funds and £33,143 to restricted funds.

4 Income from charitable activities

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Primary purpose trading	<u>64,302</u>	<u>64,302</u>	<u>47,262</u>

For the year ended 31 August 2022 £47,262 of the income above was attributable to unrestricted funds and £nil to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>634</u>	<u>634</u>	<u>50</u>

For the year ended 31 August 2022 £50 of the income above was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2023 £	2022 £
Travel and subsistence	894	-	894	1,187
Direct costs	15,114	-	15,114	7,900
Subcontract costs	2,311	-	2,311	20,986
Employment costs	148,651	-	148,651	107,952
Website development and improvements to IT infrastructure	-	2,027	2,027	809
Rent	-	20,000	20,000	20,000
Core activities	-	-	-	184
Sundry and other costs	-	385	385	198
Printing, postage and stationery	-	423	423	498
Accountancy fees	3,020	-	3,020	1,980
Independent examiner's fee	470	-	470	360
Legal and professional fees	1,612	-	1,612	1,513
Depreciation of tangible fixed assets	-	1,230	1,230	744
Contract expenses	6,550	-	6,550	11,841
Loss on disposal of fixed assets	-	-	-	42
	<u>178,622</u>	<u>24,065</u>	<u>202,687</u>	<u>176,194</u>

£157,319 (2022 - £127,440) of the expenditure above was attributable to unrestricted funds and £45,368 (2022 - £48,754) attributable to restricted funds.

Included in the expenditure analysed above, are also governance costs of £5,102 (2022 - £3,853) which relate directly to charitable activities. See note 7 for further details.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology £	Premises costs £	Other support costs £	Total 2023 £	Total 2022 £
Primary purpose trading	A	<u>2,027</u>	<u>20,000</u>	<u>2,038</u>	<u>24,065</u>	<u>22,475</u>

Basis of allocation

Reference	Method of allocation
A	Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2023 £	Total 2022 £
Accountancy fees	3,020	3,020	1,980
Independent examiner's fees	470	470	360
Legal and professional fees	<u>1,612</u>	<u>1,612</u>	<u>1,513</u>
	<u>5,102</u>	<u>5,102</u>	<u>3,853</u>

For the year ended 31 August 2022 £3,853 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2023 £	2022 £
Loss on disposal of fixed assets held for the charity's own use	-	42
Depreciation of fixed assets	1,230	744
Independent Examiner's remuneration	<u>470</u>	<u>360</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

10 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	138,505	100,491
Social security costs	6,955	5,161
Pension costs	3,191	2,300
	<u>148,651</u>	<u>107,952</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2023	2022
	No	No
Charitable activities	<u>4</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2022	2,666	2,666
Additions	1,707	1,707
At 31 August 2023	4,373	4,373
Depreciation		
At 1 September 2022	1,573	1,573
Charge for the year	1,230	1,230
At 31 August 2023	2,803	2,803
Net book value		
At 31 August 2023	1,570	1,570
At 31 August 2022	1,093	1,093

13 Debtors

	2023 £	2022 £
Trade debtors	18,795	3,573
Prepayments	1,701	1,612
Accrued income	-	12,135
	20,496	17,320

14 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	77,391	101,414

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

15 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	252	2,903
Other creditors	49	860
Accruals	2,729	1,803
	<u>3,030</u>	<u>5,566</u>

16 Pension and other schemes

Defined contribution pension scheme

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 £Nil (2022 - £Nil).

17 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

18 Funds

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Balance at 31 August 2023 £
Unrestricted funds				
<i>General</i>				
Unrestricted income fund	97,166	134,982	(155,109)	77,039
<i>Designated</i>				
Fundraising	4,420	-	(2,210)	2,210
IT	1,000	-	-	1,000
	<u>5,420</u>	<u>-</u>	<u>(2,210)</u>	<u>3,210</u>
Total unrestricted funds	<u>102,586</u>	<u>134,982</u>	<u>(157,319)</u>	<u>80,249</u>
Restricted funds				
Airbus fund	-	18,200	(18,200)	-
Fundraising campaign	5,000	-	(1,500)	3,500
Future Quest	1,425	-	(1,425)	-
Poetry competition donations	1,750	-	(1,750)	-
Early career mentoring	2,500	400	(2,900)	-
Primary programmes	1,000	8,448	(4,900)	4,548
The Herman Miller Cares	-	6,496	(2,566)	3,930
Bristol Airport Community Fund	-	3,000	-	3,000
Fund Their Future donation	-	1,827	(1,827)	-
Quartet donation	-	5,000	(5,000)	-
The Siobhan Dowd Trust	-	1,500	(300)	1,200
Wiltshire Community Foundation	-	5,000	(5,000)	-
	<u>11,675</u>	<u>49,871</u>	<u>(45,368)</u>	<u>16,178</u>
Total restricted funds	<u>11,675</u>	<u>49,871</u>	<u>(45,368)</u>	<u>16,178</u>
Total funds	<u>114,261</u>	<u>184,853</u>	<u>(202,687)</u>	<u>96,427</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

	Balance at 1 September 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2022 £
Unrestricted funds					
General					
Unrestricted income fund	111,661	104,795	(123,290)	4,000	97,166
Designated					
Fundraising	8,570	-	(4,150)	-	4,420
IT	5,000	-	-	(4,000)	1,000
	<u>13,570</u>	<u>-</u>	<u>(4,150)</u>	<u>(4,000)</u>	<u>5,420</u>
Total unrestricted funds	<u>125,231</u>	<u>104,795</u>	<u>(127,440)</u>	<u>-</u>	<u>102,586</u>
Restricted					
Airbus fund	141	14,737	(14,878)	-	-
Fundraising campaign	5,000	-	-	-	5,000
Future Quest	11,019	10,406	(20,000)	-	1,425
Poetry competition donations	1,500	1,500	(1,250)	-	1,750
Early career mentoring	-	5,000	(2,500)	-	2,500
Primary programmes	3,500	1,500	(4,000)	-	1,000
The Herman Miller Cares	3,626	-	(3,626)	-	-
West of England Mentoring (WEM)	2,500	-	(2,500)	-	-
Total restricted funds	<u>27,286</u>	<u>33,143</u>	<u>(48,754)</u>	<u>-</u>	<u>11,675</u>
Total funds	<u>152,517</u>	<u>137,938</u>	<u>(176,194)</u>	<u>-</u>	<u>114,261</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

Fundraising campaign funds was money donated to Ablaze from National Friendly to assist with the costs of running a fundraising campaign.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry Competition funds are for running poetry workshops in selected local Primary schools, as well as for the costs involved in running the poetry competition.

Early career mentoring funds are to develop and implement an Early Career Mentoring programme designed to introduce Year 6 pupils to the skills needed to work, raise their aspirations and prepare them for the transition to secondary school.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

The Herman Miller Cares funds are to support the West of England Mentoring programme with The John Bentley School, Calne.

Bristol Airport Community Fund provided a donation from Bristol Airport's Environmental Improvement Fund to support programmes taking place in the fund's core area of support.

Fund Their Future provided a grant for purchasing new technology for running our programmes.

Quartet provided a grant to support programmes in the Quartet area of work (Bristol, North Somerset, South Gloucestershire, Bath and North East Somerset).

The Siobhan Dowd Trust donated money to purchase books for children taking part in the ABLAZE Reading Partners programme.

The Wiltshire Community Foundation provided a grant to support Career Mentoring programmes in Wiltshire.

West of England Mentoring funds are for the management of the programme logistics for the West of England Mentoring Secondary School programmes.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2023

19 Analysis of net assets between funds







	Unrestricted funds at 31 August 2023 £	Restricted funds at 31 August 2023 £	Total funds at 31 August 2023 £
Tangible fixed assets	1,570	-	1,570
Current assets	81,709	16,178	97,887
Current liabilities	(3,030)	-	(3,030)
Total net assets	80,249	16,178	96,427
	Unrestricted funds at 31 August 2022 £	Restricted funds at 31 August 2022 £	Total funds at 31 August 2022 £
Tangible fixed assets	1,093	-	1,093
Current assets	107,059	11,675	118,734
Current liabilities	(5,566)	-	(5,566)
Total net assets	102,586	11,675	114,261

20 Related party transactions

There were no related party transactions in the year.

Title	Ablaze Final accounts for signing
File name	2022-23_ABLAZE_accounts_for_signing.pdf
Document ID	69a2ae2adf108ce3a72b43795bf613041397cb41
Audit trail date format	DD / MM / YYYY
Status	● Signed

Document history

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 SIGNED	22 / 05 / 2024 10:38:57 UTC	Signed by Anthony Robin Dicker FCA (ard@tonydicker.co.uk) IP: 87.237.67.133
 COMPLETED	22 / 05 / 2024 10:38:57 UTC	The document has been completed.

ABLAZE A BUSINESS LEARNING ACTION ZONE FOR EDUCATION

England & Wales - Charity number 1110956

Accounts

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2022

ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Bethan Evans Ashley Daniells Shawnett Morgan Richard Stokes Julia Thomas
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	C/o Milsted Langdon LLP Freshford House Redcliffe Way Bristol BS1 6NL
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2022.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and young people in education and starting out on their careers (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in our region.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's work therefore provides children and young people with the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

The impact of COVID-19 on our work has once again continued to be very significant throughout this financial year. The restarting of our face-to-face delivery was again interrupted. As with the previous financial year, our expenditure has exceeded our income and this has necessitated the spending of a portion of our reserves. We restricted our expenditure to the bare minimum and have been closely monitoring cash flow throughout the year. Depleted reserves mean we end the year without the finance to cover our stated reserves policy and we will be focusing our efforts on raising funds to mitigate this and increasing our staff capacity to facilitate increased income from our programme services, as we continue to strive to fulfil our charitable aims and support young people in our region. Demand for our services is increasing as young people are showing the effects of the pandemic across all age ranges.

- Across this financial year and into the Autumn of 2022 we have worked with 255 young people, trained 252 volunteers, partnered with 21 businesses, worked in 19 school and 1 community settings.
- Eleven Career Mentoring (formally WEM) partnerships were successfully delivered, despite delays due to Omicron. Five of these were fully face to face, two were hybrid (a mixture of f2f and virtual) and four were fully virtual.
- We were able to reboot the Airbus Foundation Youth Programme (formally the Flying Challenge) with a reduced programme consisting of 13 workshops. The first 3 were held at the school and the remaining 10 at Airbus.
- We continued to support Kickstart candidates through their placements with mentoring and employability support. Unfortunately, the scheme was cancelled by the Government in May 2022. In total we supported 59 young people.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- Evaluation from students who participated in Career Mentoring showed 100% felt more confident about themselves and their abilities, 100% said they had learned more about careers and the skills needed for work, 70% said they felt better about school having taken part, 90% of students had a new or different plan for post GCSE's having taken part.
- We lost one member of staff in November 2021. We recruited their replacement, plus a new Project Coordinator role in summer 2022.
- We successfully re-branded WEM as Ablaze Career Mentoring.
- We developed two new programmes which will be piloted in the coming financial year - Early Career Mentoring for Y5/6 pupils and Career Mentoring Awayday - a one day iteration of our existing programme specifically targeted at rural and small town schools.
- Plans to restart our Reading and Number Partner programme were interrupted by Omicron and challenged by working from home practices in businesses. We have 11 partnerships due to start in Autumn 2022.
- We won a contract to deliver the NatWest funded Career Sense, Find Your Path programme to a group of NEET young people, 18-24 year olds. This comprised of two months of employability workshops, mentoring and a month's paid work placement at Nat West. Delivery started in June 2022 and will run to October 2022.
- We developed a new narrative for our external communications for Ablaze, moving away from age-related to skill focused descriptions of our programme offers. This will enable us to widen the age ranges that we offer all programmes to and also push us into the marketplace for young adult provision.
- We created and began to action a marketing and social media plan to increase our profile and raise awareness of the need for our work. This is being led by our Coordinator.

The COVID pandemic has continued to impact Ablaze in all areas of operation, finance, strategy and business planning this year. Although we successfully adapted our Career Mentoring programme to enable increased delivery, Omicron and business practices enabling hybrid office/home working has caused logistical issues, delays and in the case of the Reading and Number Partner programmes, has prevented restarting any partnerships. At the end of this financial year, despite restarting the Airbus contract and winning the Nat West contract, we continue to find ourselves in a difficult situation:

- Our activity continues to be limited and we are still operating at roughly 30% of pre-covid levels,
- The end of the Government's furlough scheme means we have needed to use more of our reserves, which means we are currently below the amount stated in our reserves policy,
- Fundraising is continuing to be a major challenge with the demand for funding from across the sector having hugely increased.

We achieved our goal for this year to create bespoke Career Mentoring programme solutions to best suit everyone. As stated, our 11 partnerships were a mix of face to face, hybrid and fully virtual delivery.

Delays to our Reading and Number Partner programme reboot continued throughout this year. We lost our Project Manager in November 2021 due to lack of programme activity. We recruited a new Project Manager in July 2022. At the time of writing, March 2023, we have 11 partnerships successfully running.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

It continues to be the case that young people have been adversely affected by the pandemic and the disruption to their lives caused by COVID. The need for our services to support our young people with skill development, career information and guidance and mentoring is greater than ever. The message from schools and community organisations is clear - they want our support. However, budgets are being squeezed by rising costs and this is making it harder for schools to budget for our programmes. Our partner businesses whilst also recognising the need to continue supporting young people, are facing the dual challenge of rising costs and hybrid working practices which make engaging on our programmes more complex. Despite this, our long-term business supporters recognise the investment of time and money is vital for their future workforce and for keeping social mobility alive through these difficult times. We are very grateful for the continued support and commitment we receive.

Evaluation from our Career Mentoring activity this year has been resoundingly positive on all sides.

Students

- 100% felt more confident about themselves and their abilities
- 90% said they were better at taking part in discussions
- 85% said they were better at making decisions
- 100% said they had learned more about careers
- 100% said they had learned more about skills needed for work
- 70% said they felt better about school having taken part
- 90% of students had a new or different plan for post GCSE's having taken part

"I used to see school as a barrier and I now see it as a gateway. I've improved working in a team and communicating better."

"I know more about how subjects link to jobs now."

"I learnt to keep going, work hard and don't give up, I feel like school has more purpose."

Mentors

"There are lots of benefits and skills that I've developed through taking part in the mentoring scheme. Not only does it help with confidence in public speaking and thinking on your feet (especially when your audience is teenagers!), but it's a great opportunity to listen to the students, understand where they're coming from and encourage them to find something to work towards or get excited about. As well as this, having the opportunity to plan a session is great for thinking creatively and getting organised."

"It helped our employees to work together on something that is outside our day-to-day roles. It strengthened relationships and helped less experienced member of the team to stretch themselves. The mentor team has been invigorated by the experience and so it has been a good way to bring people from different parts of the business together to work on a common project."

"It's nice to be able to give back to the community and raising awareness of the company at the same time. Hopefully some of the students will want to come and work with us one day in the future."

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Schools

“Students have benefited so much from the work done by Business West encouraging our young people to think about their future and helping them to be more confident in their skills and abilities. The students loved visiting the offices and being in a different environment. The activities and presentations were always pitched perfectly and really got them inspired to share their ideas and articulate their view of the world of work. I can't recommend the programme highly enough.” **Careers Leader June 2022**

“Bringing together a city-based company and a rural school helped to break cultural and social barriers, on all sides. Working with the mentors gave the students a chance to see life from a different point of view, to hear different stories and develop their own aspirations as a result.” **Higher Education Advisor, WIN (Wessex Inspiration Network)**

“It has been amazing to be involved in a local business right on our doorstep, and for the students, especially with the impact of covid, it has been brilliant to take them out into the workplace. For me each week being able to see the students develop their confidence, build their communication skills and start to engage with adults out of their comfort zone more and more effectively has been so inspiring, and it is a fantastic project to be involved in.” **Careers Lead**

We were so pleased to be able to run the Airbus Foundation Youth Programme again this year - despite delays due to Omicron and having to hold the first few workshops at the school due to the Airbus 'off site' policy. It was a shorter programme than in previous years but evaluation showed the impact was still significant for the Y9 students who participated.

- 100% of students had a clearer view of their future
- 100% of students improved their confidence and self-esteem
- 100% of students have an increased knowledge and first-hand experience of the workplace
- 50% of students increased their engagement in school and in learning

Following on from our work on the Kickstart scheme and recognising the continued impact of Covid on the 18-25 age group, we pitched for and won the contract to deliver Nat West's Career Sense, Find Your Path programme in Bristol. We worked with the DWP and other local partners to recruit a group of 15 young people, all of whom were NEET, all have had to endure an extended period of unemployment. They all presented with very low confidence and sense of well being, some with significant barriers to successful employment.

We trained mentors recruited from the Nat West offices, delivered a suite of employability workshops, provided intense and regular support and guidance throughout the programme. The aim of the programme was to help the young people to

- develop and use new skills,
- increase their confidence in their own abilities,
- increase their employability,
- learn on the job

The young people did a month-long paid placement at Nat West in September and all fifteen finished the programme and graduated in October 2022. One has now secured a job at Nat West. Four more have gone on to good entry level jobs in other businesses. One has an apprenticeship and one is on a training course for her chosen career. Evaluation showed that

- All young people now have a work ready attitude and increased confidence in their potential
- 82% have a good understanding of the skills they need to improve
- Three quarters think they are better at teamwork and problem solving

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- 73% found having a mentor extremely useful

We began to implement our marketing and social media strategy in the summer of 2022, brilliantly led by our new Coordinator. They have produced a strategy for all our communications and a month-by-month plan for social media content creation, logo refresh, website re-build and marketing promotions. This plan will be implemented in the 2022/23 year. We are aiming to:

- increase our followers on social media,
- generate new business partnerships
- raise much needed funds for Ablaze
- raise awareness of the need for our services

TLT continue to be incredibly supportive and provide us with ongoing pro-bono office space, IT and Health and Safety support for which we thank the firm. After a brief period back in the office we were once again forced to work from home during and in the aftermath of the Omicron Covid strain. We were able to return to the building for the second time in later Spring 2022 and are hopeful that this will continue.

Financial review

The charity reported net income of £137,938. This was less than forecasted in our budget by £44,364, meaning our funds reduced by £38,256 by the end of the year. This was due to the continuing impact of the COVID pandemic.

Our charging income continued to be significantly reduced in 2021/22, as we were unable to bring our service operation up to pre-covid levels. Despite rebooting the Airbus programme and winning the Nat West contract our income from grants, contracts and fundraising was also less than in previous years.

Once again, as predicted, our expenditure has been greater than our income in 2021/22. We continue to invest in fundraising and new ways to deliver our programmes in order to bring our income and expenditure back in line. We are hopeful that we will achieve this in 2023/24.

Fundraising activities

We designated £8,570 during 2021/22 to spend on fundraising to try and recoup our current and expected losses and spent £4,150 of these designated funds, with £4,420 carried forwards to 2022/23

This year we were able to restart a number of our programmes. This proved more challenging than we would have liked and less programmes were restarted than we had hoped. We drew down the Garfield Weston donation of £25,000. In addition we secured grants from Medlock CT, Herman Miller Foundation, United Way and donations from Rolls-Royce and Burges Salmon. These, plus the Nat West contract, enabled us to budget for the new Coordinator role which we filled in June 2022 for an initial one year contract.

Investment policy

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Policy on reserves

Unrestricted reserves at 31st August 2022 were £102,586.

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any expected expenditure or shortfalls in income. An amount of £103,574 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is considered necessary to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern. The Trustees acknowledge that at times the finances of Ablaze may temporarily dip below this amount. It is our aim to stay as close as possible to this amount.

Included in the unrestricted reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2022/23.

Fundraising

We had designated £8,570 for fundraising in 2021/22 to try and recoup the anticipated shortfall between our expenditure and income. We spent £4,150 during the 2021/22 financial year, so we have carried forward £4,420 to spend on fundraising in 2022/23. We will continue to use our contracted fundraiser to make applications to Trusts and Foundations and our CEO will focus her time on securing financial support from business and winning new contract work.

IT

We had designated £5,000 to spend on IT resources in 2021/22 and beyond, to help us to develop and deliver programmes online. As we are providing more face-to-face programmes, we have decided to move £4,000 of this designated fund back to general funds, retaining £1,000 to spend in 2022/23 and beyond to develop our online offerings.

The total unrestricted reserves less designated funds leaves us with a shortfall of £6,408 at the end of the 2021/22 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2022/23.

Office accommodation

TLT Solicitors provide Ablaze with office accommodation. This contribution is valued at £20,000 per annum.

Pay policy for senior staff

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Plans for future periods

Aims and key objectives for future periods

Our business plan for 2021/22 was again significantly affected by the COVID-19 crisis. We will continue to focus on our mission and how we can continue to deliver on that with a flexible, rigorous approach that is responsive to the needs and capacity of our school and business partners.

Our 2022/23 business plan will need to be flexible and responsive to the situation we find ourselves in, whilst we approach the coming year with optimism that we can recover our levels of delivery and raise enough funds to bring our reserves back up to a comfortable level. Our current key goals for Ablaze for this coming year are to:

- Deliver 21 Career Mentoring programmes
- Run a successful Early Career pilot and engage new partnerships
- Re-boot Reading and Number Partner partnerships and explore new ones to achieve a total of 10
- Secure repeat contracts for the Nat West and Airbus Foundation programmes and win one new contract
- Recruit a small group of businesses onto the Employability Support programme and secure an income of £10,000
- Raise £40,000 through fundraising and business development activity
- Embed our new skills focused narrative across all our platforms, update our logo and rebuild our website

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees: Robert Bourns (resigned 31 July 2022)
Bethan Evans
Ashley Daniells
Shawnett Morgan
Richard Stokes
Julia Thomas

Secretary: Victoria Gibbs

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. It is a registered charity with the Charity Commission.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Recruitment and appointment of trustees

The Board undertook a fundamental review of the governance of the charity in 2020/21 to ensure that arrangements were robust and represented best practice. New Articles of Association were adopted on 26th February 2021. In addition a New Governance Handbook was prepared.

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page 1.

A clear plan exists to recruit new Trustees to provide additional expertise, to recognise the need for diversity and further ensure the sustainability of the charity. We are aiming to recruit two further Trustees in the coming year.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

Arrangements for setting key management personnel remuneration

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2023. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risks are continuing uncertainty post-Covid and facing the current 'cost of living' crisis - inability to future proof or plan ahead; expenditure continuing to outstrip income means reserves continue to be spent on core expenses; challenges with successful applications for funding presents potential inability to raise required funds to meet our shortfall. Clearly articulated mitigations are in place for these main risks.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Conclusion

This year has seen continuing challenges to our operations due to the COVID-19 pandemic and lately the emerging 'cost of living' crisis which has caused ongoing disruption to all our service delivery. We have adopted a flexible, bespoke service for our partnerships to enable delivery to take place where possible. We have also developed new versions of our services to reach out to younger and older children. While we continue prudent use of reserves and active budget management to ensure Ablaze remains viable and sustainable, we are aware that the coming year is a crucial one for us. We need to recoup a significant level of our reserves to ensure our continuing viability. The impact of the pandemic and now the 'cost of living' crisis on inequalities and educational achievement remains acute and this will make Ablaze's work even more vital for young people in the West of England, and we stand ready to respond to this.

The Trustees want to place on record their thanks to the CEO and her staff for their resilience, positivity and focus during this challenging year. They have demonstrated dedication, resourcefulness and continued optimism in the face of continued challenge.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 15 May 2023 and signed on its behalf by:

Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. 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 charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 15 May 2023 and signed on its behalf by:

Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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 ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

Anthony Robin Dicker FCA

25 May 2023

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
Income and Endowments from:					
Donations and legacies	3	57,222	33,143	90,365	112,272
Charitable activities	4	47,262	-	47,262	19,925
Investment income	5	50	-	50	68
Other income		261	-	261	300
Total income		<u>104,795</u>	<u>33,143</u>	<u>137,938</u>	<u>132,565</u>
Expenditure on:					
Charitable activities	6	<u>(127,440)</u>	<u>(48,754)</u>	<u>(176,194)</u>	<u>(151,572)</u>
Total expenditure		<u>(127,440)</u>	<u>(48,754)</u>	<u>(176,194)</u>	<u>(151,572)</u>
Net expenditure		<u>(22,645)</u>	<u>(15,611)</u>	<u>(38,256)</u>	<u>(19,007)</u>
Net movement in funds		(22,645)	(15,611)	(38,256)	(19,007)
Reconciliation of funds					
Total funds brought forward		<u>125,231</u>	<u>27,286</u>	<u>152,517</u>	<u>171,524</u>
Total funds carried forward	17	<u><u>102,586</u></u>	<u><u>11,675</u></u>	<u><u>114,261</u></u>	<u><u>152,517</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 17.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880) Balance Sheet as at 31 August 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	1,093	831
Current assets			
Debtors	13	17,320	18,489
Cash at bank and in hand	14	<u>101,414</u>	<u>135,595</u>
		118,734	154,084
Creditors: Amounts falling due within one year	15	<u>(5,566)</u>	<u>(2,398)</u>
Net current assets		<u>113,168</u>	<u>151,686</u>
Net assets		<u>114,261</u>	<u>152,517</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	11,675	27,286
Unrestricted income funds			
Unrestricted funds		<u>102,586</u>	<u>125,231</u>
Total funds	17	<u>114,261</u>	<u>152,517</u>

For the financial year ending 31 August 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

The financial statements on pages 13 to 28 were approved by the trustees, and authorised for issue on 15 May 2023 and signed on their behalf by:

Bethan Evans
Trustee

The notes on pages 15 to 28 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

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

1 Charity status

The charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/o Milsted Langdon LLP
Freshford House
Redcliffe Way
Bristol
BS1 6NL

The principal place of business is:

TLT
One Redcliff Street
Bristol
BS1 6TP

These financial statements were authorised for issue by the trustees on 15 May 2023.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The worldwide Covid-19 pandemic continued to impact upon the charity's trading activity during the year. The trustees consider the impact on the charity to not be material and are confident that the charity, through bank reserves, has adequate resources and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

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

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

ABLAZE A Business Learning Action Zone for Education

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

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

ABLAZE A Business Learning Action Zone for Education

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

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

ABLAZE A Business Learning Action Zone for Education

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

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2022 £	Total 2021 £
Donations and legacies;				
Donations from individuals	7,118	6,500	13,618	29,503
Grants, including capital grants;				
Government grants	1,154	-	1,154	29,701
Grants from companies	28,950	26,643	55,593	33,068
Donated services and facilities	20,000	-	20,000	20,000
	57,222	33,143	90,365	112,272

For the year ended 31 August 2021 £62,856 of the income above was attributable to unrestricted funds and £49,416 to restricted funds.

4 Income from charitable activities

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Primary purpose trading	47,262	47,262	19,925

For the year ended 31 August 2021 £19,925 of the income was attributable to unrestricted funds and £nil to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2022 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	50	50	68

For the year ended 31 August 2021 £68 of the income above was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

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

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2022 £	2021 £
Travel and subsistence	1,187	-	1,187	123
Direct costs	7,900	-	7,900	7,281
Subcontract costs	20,986	-	20,986	2,711
Employment costs	107,952	-	107,952	114,030
Website development and improvements to IT infrastructure	-	809	809	2,263
Rent	-	20,000	20,000	20,000
Core activities	-	184	184	180
Sundry and other costs	-	198	198	1,118
Printing, postage and stationery	-	498	498	77
Accountancy fees	1,980	-	1,980	1,671
Independent examiner's fee	360	-	360	300
Legal and professional fees	1,513	-	1,513	1,507
Depreciation of tangible fixed assets	-	744	744	311
Contract expenses	11,841	-	11,841	-
Loss on disposal of fixed assets	-	42	42	-
	<u>153,719</u>	<u>22,475</u>	<u>176,194</u>	<u>151,572</u>

£127,440 (2021 - £117,364) of the expenditure above was attributable to unrestricted funds and £48,754 (2021 - £34,208) to restricted funds.

Included in the expenditure analysed above, are also governance costs of £3,853 (2021 - £3,478) which relate directly to charitable activities. See note 7 for further details.

ABLAZE A Business Learning Action Zone for Education

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

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology £	Premises costs £	Other support costs £	Total 2022 £	Total 2021 £
Primary purpose trading	A	809	20,000	1,666	22,475	23,949

Basis of allocation

Reference	Method of allocation
A	Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2022 £	Total 2021 £
Accountancy fees	1,980	1,980	1,671
Independent examiner's fees	360	360	300
Legal and professional fees	1,513	1,513	1,507
	3,853	3,853	3,478

For the year ended 31 August 2021 £3,478 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2022 £	2021 £
Loss on disposal of fixed assets held for the charity's own use	42	-
Depreciation of fixed assets	744	311
Independent Examiner's remuneration	360	300

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

ABLAZE A Business Learning Action Zone for Education

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

10 Staff costs

The aggregate payroll costs were as follows:

	2022	2021
	£	£
Staff costs during the year were:		
Wages and salaries	105,652	111,599
Pension costs	<u>2,300</u>	<u>2,431</u>
	<u><u>107,952</u></u>	<u><u>114,030</u></u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2022	2021
	No	No
Charitable activities	<u>3</u>	<u>3</u>

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

ABLAZE A Business Learning Action Zone for Education

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

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2021	1,868	1,868
Additions	1,048	1,048
Disposals	(250)	(250)
At 31 August 2022	2,666	2,666
Depreciation		
At 1 September 2021	1,037	1,037
Charge for the year	744	744
Eliminated on disposals	(208)	(208)
At 31 August 2022	1,573	1,573
Net book value		
At 31 August 2022	1,093	1,093
At 31 August 2021	831	831

13 Debtors

	2022 £	2021 £
Trade debtors	3,573	12,000
Prepayments	1,612	1,843
Accrued income	12,135	3,825
Other debtors	-	821
	17,320	18,489

14 Cash and cash equivalents

	2022 £	2021 £
Cash at bank	101,414	135,595

ABLAZE A Business Learning Action Zone for Education

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

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	2,903	-
Other creditors	860	-
Accruals	1,803	2,398
	<u>5,566</u>	<u>2,398</u>

16 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

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

17 Funds

	Balance at 1 September 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2022 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	111,661	104,795	(123,290)	4,000	97,166
<i>Designated</i>					
Fundraising	8,570	-	(4,150)	-	4,420
IT	5,000	-	-	(4,000)	1,000
	<u>13,570</u>	<u>-</u>	<u>(4,150)</u>	<u>(4,000)</u>	<u>5,420</u>
Total unrestricted funds	<u>125,231</u>	<u>104,795</u>	<u>(127,440)</u>	<u>-</u>	<u>102,586</u>
Restricted funds					
Airbus fund	141	14,737	(14,878)	-	-
Early career mentoring	-	5,000	(2,500)	-	2,500
Fundraising campaign	5,000	-	-	-	5,000
Future Quest	11,019	10,406	(20,000)	-	1,425
Poetry competition donations	1,500	1,500	(1,250)	-	1,750
Primary programmes	3,500	1,500	(4,000)	-	1,000
The Herman Miller Cares	3,626	-	(3,626)	-	-
West of England Mentoring (WEM)	2,500	-	(2,500)	-	-
Total restricted funds	<u>27,286</u>	<u>33,143</u>	<u>(48,754)</u>	<u>-</u>	<u>11,675</u>
Total funds	<u>152,517</u>	<u>137,938</u>	<u>(176,194)</u>	<u>-</u>	<u>114,261</u>

ABLAZE A Business Learning Action Zone for Education

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

	Balance at 1 September 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2021 £
Unrestricted funds					
<i>General</i>					
Unrestricted income fund	95,219	83,149	(111,934)	45,227	111,661
<i>Designated</i>					
Fundraising	14,000	-	(5,430)	-	8,570
Growth	50,227	-	-	(50,227)	-
IT	-	-	-	5,000	5,000
	<u>64,227</u>	<u>-</u>	<u>(5,430)</u>	<u>(45,227)</u>	<u>13,570</u>
Total unrestricted funds	<u>159,446</u>	<u>83,149</u>	<u>(117,364)</u>	<u>-</u>	<u>125,231</u>
Restricted					
Airbus fund	141	-	-	-	141
Books for schools donation	-	1,000	(1,000)	-	-
Fundraising campaign	-	5,000	-	-	5,000
Future Quest	7,577	28,442	(25,000)	-	11,019
Poetry competition donations	60	1,500	(60)	-	1,500
Primary programmes	2,500	3,500	(2,500)	-	3,500
The Herman Miller Cares	-	7,474	(3,848)	-	3,626
West of England Mentoring (WEM)	-	2,500	-	-	2,500
West of England Mentoring (WEM) COVID IT project	1,800	-	(1,800)	-	-
	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total restricted funds	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total funds	<u>171,524</u>	<u>132,565</u>	<u>(151,572)</u>	<u>-</u>	<u>152,517</u>

ABLAZE A Business Learning Action Zone for Education

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

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

Books for schools donation funds was money kindly donated by SD Solution to provide books for local primary schools.

Early career mentoring funds are to develop and implement an Early Career Mentoring programme designed to introduce Year 6 pupils to the skills needed to work, raise their aspirations and prepare them for the transition to secondary school.

Fundraising campaign funds was money donated to Ablaze from National Friendly to assist with the costs of running a fundraising campaign.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry Competition funds are for running poetry workshops in selected local Primary schools, as well as for the costs involved in running the poetry competition.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

The Herman Miller Cares funds are to support the West of England Mentoring programme with The John Bentley School, Calne.

West of England Mentoring funds are for the management of the programme logistics for the West of England Mentoring Secondary School programmes.

West of England Mentoring COVID IT project funds are grants received from The Frankham Foundation and the Society of Merchant Venturers to develop the West of England Mentoring website and create a membership area with resources for virtual programme delivery.

18 Analysis of net assets between funds

	Unrestricted funds at 31 August 2022 £	Restricted funds at 31 August 2022 £	Total funds at 31 August 2022 £
Tangible fixed assets	1,093	-	1,093
Current assets	107,059	11,675	118,734
Current liabilities	(5,566)	-	(5,566)
Total net assets	<u>102,586</u>	<u>11,675</u>	<u>114,261</u>

ABLAZE A Business Learning Action Zone for Education

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

	Unrestricted funds at 31 August 2021 £	Restricted at 31 August 2021 £	Total funds at 31 August 2021 £
Tangible fixed assets	831	-	831
Current assets	126,798	27,286	154,084
Current liabilities	<u>(2,398)</u>	<u>-</u>	<u>(2,398)</u>
Total net assets	<u>125,231</u>	<u>27,286</u>	<u>152,517</u>

19 Related party transactions

There were no related party transactions in the year.

ABLAZE A BUSINESS LEARNING ACTION ZONE FOR EDUCATION

England & Wales - Charity number 1110956

Accounts

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2021

ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Robert Bourns Bethan Evans Ashley Daniells Morgan Shawnett Richard Stokes Julia Thomas
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	C/o Milsted Langdon LLP Freshford House Redcliffe Way Bristol BS1 6NL
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2021.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and young people in education and starting out on their careers (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in our region.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's work therefore provides children and young people with the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

The impact of COVID-19 on our work has continued to be very significant throughout this financial year. Trustees have actively managed this year's budget to keep a close watch on our financial situation and we have maximized the support available in order to mitigate our losses. Staff worked hard to facilitate virtual delivery of programmes and keep relationships with our partner schools and businesses going during a time of limited activity. Our business supporters have continued to show their commitment to our work through continuing financial support, despite a huge reduction in services. Throughout this year we have strived to find ways to continue to fulfil our charitable aims and support young people in our region.

- We delivered six partnerships this year, four VWEM programmes one static online resource version designed by a business for the school to use in class, and one face to face partnership which re-designed
- WEM as a whole day event
- We organized a one day school workshop for the Flying Challenge students, supported by a small number of the Airbus mentors.
- We trained 48 volunteers to act as workplace mentors for candidates on the Governments' Kickstart scheme.
- We supported 49 Kickstart candidates through their placements with mentoring and employability workshops.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- Evaluation from students who participated in VWEM showed 100% had learned more about career pathways, 100% had learned about the skills needed for work, 94% felt better about school having taken part, 69% of students had more ideas or a better plan for post GCSE's having taken part in mentoring
- We were able to distribute £1,000 worth of books to over a hundred primary school children thanks to a business donation
- We recruited three new Trustees who joined our Board in April 2021
- In March 2021 we launched our Career Stories initiative. Employees from a range of our partner businesses recorded their own stories, about their careers and career pathways. These were shared with all our partner schools
- We launched our sixth poetry competition in October 2020. Due to school closures and COVID restrictions we were unable to offer any workshops this year. Miles Chambers, Bristol's first poet laureate and our head judge produced a virtual workshop with us which was sent out to all Bristol primary schools

The COVID pandemic has continued to impact Ablaze in all areas of operation, finance, strategy and business planning this year. We have had to adapt and change our activity, our business and our development plans due to the lengthy lockdown and school closures. At the end of this financial year, we still find ourselves in a difficult situation:

- Our activity has been limited to virtual delivery with no face to face programmes able to restart,
- Financial help from the Government's furlough scheme has helped to mitigate our financial losses but we have still needed to use some of our reserves and therefore our plans for growth continue to be on hold,
- Fundraising has proved challenging for Ablaze, as for many small charities. We rely heavily on the generosity of Grant making bodies and these funds have not only been hit by the pandemic, reducing the funds available, but also the demand for funding has hugely increased.

We successfully developed and delivered VWEM, a virtual version of our original programme. Age, safeguarding and capacity issues have meant we have been unable to deliver a virtual solution for our Primary programmes.

Strategically our goal for the next financial year was to work with our Secondary schools and their business partners to create bespoke programme solutions to best suit everyone. This would be a mix of face to face, hybrid and fully virtual delivery. For our Primary schools and businesses we planned to reboot our face to face delivery where possible. At the time of writing, February 2022, these plans were pushed back by the Omicron variant and the tightening of restrictions this caused. Plans that were put in place and agreements that were made had to be put on hold again and we are only now able to start programme delivery.

It is clear to us how much all the young people we work with have been affected by the pandemic and the disruption to their lives caused by COVID. From children in primary school right through to young adults in their early twenties, the toll the past 18 months has taken on their personal development, their ability to learn and their well-being is clear. The need for our services to support our young people with skill development, career information and guidance and mentoring is greater than ever. The message from schools is clear - they want our support. Our partner businesses also recognise the need to continue supporting young people.

"Over the last 18 months, learning has been disrupted as a result of lockdowns and closures. Our children really missed having opportunities to read 1:1 with their Reading Partners in school and share real books. We are having a big push this year on developing a love for reading, so that our children can enjoy sharing books with others and try and make up for some of the missed learning time."

Debbie Fisher, Headteacher, St Barnabas CE VC Primary School

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

"We have really missed our regular sessions with the children at our partner school. The team really enjoy the relationships they have developed and taking time out of the day to day to help them. We have tried to keep communication going with video sharing but can't wait to get back into the school and do it properly."

Nicola Carroll, Associate Director, Speed Communications

"Poverty of opportunity will be more extreme post Covid-19 and mentoring will be vital in tackling this, which is why we are supporting Ablaze with its intervention to create an ever lasting impact on children's development."

Kurtis Reece, PR and Corporate Partnerships Executive, National Friendly

Our first Virtual WEM programme took place in Spring 2021 with Kingsbury Green School, partnered with Herman Miller. We were pleased that the evaluation data and feedback from this programme showed the impact remained high despite the virtual delivery.

- 100% said they had learned more about career pathways, with 69% saying a lot more, compared with 11% who said they already knew a lot in the pre WEM survey
- 100% said they had learned about the skills needed for work, compared with 58% who said they did not know about the skills needed for work in the pre WEM survey
- 94% said they felt better about school having taken part, with 25% saying a lot better
- 69% of students had more ideas or a better plan for post GCSE's having taken part in mentoring

Students said they also learned to co-operate with others, responsibility, growing their confidence, how to write their CV, key bits of learning they will need

"They were very informative, trying their best to help us develop new skills... they made me think about what I'm good at and what I want to do when I'm older...I think they were the best mentors they could have offered us" **Jai, student**

"The programme was sometimes very funny and sometimes very educational and it's a big help when you don't have much confidence and needed a bit of boosting...I think the programme is amazing" **Tyler, student**

The success of this meant that a further three VWEMs were delivered in the Summer term.

The adaptation of the programme to Virtual on TEAMS meant that students could still participate in whole class sessions, breakout rooms and give group feedback. The whole experience worked fantastically well and none of the personal touch was lost. "

Niki Turner, Careers Coordinator, Hayesfield Girls' School, June 2021

"Putting the WEM programme together during lockdown took resilience and a strong intention. Its virtue was that online mentoring could take place between mentors and mentees from geographically different places. Bringing together a city-based company, First Intuition, and a rural school, Melksham Oak Community School, helped to break cultural and social barriers, on all sides. Working with the mentors gave the students a chance to see life from a different point of view, to hear different stories and develop their own aspirations as a result. "

Andrew Creed, Higher Education Advisor, WIN (Wessex Inspiration Network), October 2021

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Ablaze recognised the impact of COVID on the 18-25 age group, those beyond the safety of the school/college environment, whose early career paths were severely disrupted or halted by the pandemic. Many, particularly those in entry level and casual jobs, were put on furlough and then made redundant. A large proportion had to endure an extended period of unemployment, a significant blow to their confidence and their personal development. In response to this the Government funded a national scheme, Kickstart. Businesses sign up to provide six-month placements for unemployed young people on Universal Credit.

Ablaze bid for and won a contract to provide the employability wrap around support (EWS) for candidates in the Southwest region. Our EWS is designed to support the candidates through their placement, giving them a mentor, employability workshops, guidance and support to help them to

- learn on the job,
- develop and use new skills,
- increase their confidence in their own abilities,
- increase their employability.

Work on the EWS began in March 2021. We trained 48 volunteers to provide mentoring for Kickstart candidates. Since the programme began, we have had 49 candidates referred to us. The first batch of candidates have now reached the end of their placements. Before finishing they are taken through an exit interview by their mentor. This provides an opportunity for some detailed reflection on their personal development and time to think through next steps.

'The Kickstart placement was really useful. It has taught me so much from working in an office to improving my time management, communication skills to technical IT skills.'

On having a mentor - *'It was nice to have an outlet to discuss how the experience had been going and having those intervals to self-reflect.'*

On personal development - *'Increased confidence- I feel more confident in my own ability and have learnt more about what I am capable of. I have a better understanding of how I can use the skills I have learnt in my future roles. I've learnt more about future roles that would interest me. I have been able to take everything I have learnt through this role and apply that to getting two new jobs.'*

We have ensured that we continue to build and maintain relationships with partners and like-minded organisations during this year. We continue to collaborate closely with West of England Combined Authority and the now established Careers Hub, the Future Quest team at UWE and associated organisations who were, like us, delivering activity to support the young people on the programme. We continue to engage with the Bristol Reading in Schools Consortium, BRISC. This year we have worked together to try and find virtual solutions to offering reading support to Bristol primary children. Different partners have conducted various virtual pilots and we have come together to share feedback on those.

The Ablaze team were in the office together for the last time on 16th March 2020. TLT kept in communication with us about their working from home policy and we were able to start going back into the office at the end of the summer of 2021, a full 15 months later. TLT continue to be incredibly supportive and provides us with ongoing pro-bono office space, IT and Health and Safety support for which we thank the firm.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Financial review

The charity reported net expenditure of £19,007. This was less than the net expenditure forecasted in our budget by £477, meaning our funds reduced to £152,517 by the end of the year. This was due to the continuing impact of the COVID pandemic.

In 2020-21, income from the Coronavirus Job Retention Scheme (furlough) was nearly one third of our income. Having staff on flexible furlough allowed us to protect our reserves, whilst also retaining all our staff. This was important so that we could continue to develop and improve our programmes and ensure that we are ready to resume programmes as soon as schools and businesses are ready to take part again.

Our charging income was significantly reduced in 2020/21, as we were unable to run the majority of our programmes. Income from grants, contracts and fundraising was also less than in previous years.

At the end of 2018/19 we designated money for fundraising and for an additional member of staff to help us achieve our goals for growth. As our income was severely impacted by COVID, the money designated for a new member of staff was required for operational costs in 2019/20 and 2020/21. We have also had to spend some of our reserves on operational expenses.

Our expenditure has been greater than our income in 2020/21; we expect this to be the case in 2021/22 as well. We are investing in fundraising and new ways to deliver our programmes in order to bring our income and expenditure back in line.

At the end of 2020/21, we have designated £8,570 for fundraising so that we can begin to recover our reserves, as well as fundraising for a new member of staff so that we can offer our programmes to more schools and young people. We have also designated £5,000 for IT resources that will help us to develop and deliver programmes online. As more employees work from home, for at least part of the week, developing online or blended (both virtual and face to face delivery) programmes will mean that more programmes can be offered and there will be more flexibility about which schools and businesses can be matched.

Fundraising activities

We designated £14,000 during 2020/21 to spend on fundraising to try and recoup our current and expected losses. Our income in 2019/20 and 2020/21 was significantly reduced from the previous years, as well as being lower than our budgeted income.

In 2019/20, the closure of schools and offices due to COVID-19 restrictions caused the cessation of our programmes, which dramatically decreased our income. In addition to this, we had a decrease in income from donations and grants as trusts and foundations directed funds towards immediate COVID relief.

Our budget for 2020/21 assumed that programmes would be able to resume at some point during the year. We were only able to run a limited number of online programmes, so income was lower than budgeted.

For 2021/22, we hope to restart a number of our programmes from January 2022. We have set ambitious fundraising targets for the year as we fundraise for a new member of staff. Garfield Weston have pledged a donation of £25,000, which will be received in 2021/22.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Investment policy

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Policy on reserves

General reserves at 31st August 2021 were £125,231

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any unexpected expenditure or shortfalls in income. £126,798 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is ringfenced to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern.

In addition to these reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2021/22.

Fundraising

We aimed to spend £14,000 designated funds on fundraising in 2020/21 to try and recoup the reserves we have had to spend on core activity during COVID. At the end of 2020/21 we had spent £5,430. This was because the continuing COVID situation meant we did not progress our planned fundraising campaign. We have designated the carried forward sum of £8,570 into 2021/22. We will continue to use our contracted fundraiser to make applications to Trusts and Foundations.

Growth

Our plans for growth were put on hold due to the pandemic. We still believe we need to expand our team to increase our capacity once the pandemic is over. However, we will need to wait until our activity is back to full capacity in order to assess our finances to ensure we have the money to do this. At this time we have transferred the funds designated for growth back to our general reserves.

IT

We have also designated £5,000 for IT resources, to spend in 2021/22 and beyond, that will help us to develop and deliver programmes online. As more employees work from home, for at least part of the week, developing online or blended (both virtual and face to face delivery) programmes will mean that more programmes can be offered and there will be more flexibility about which schools and businesses can be matched.

The total ringfenced reserves plus designated funds leaves us with a shortfall of £15,137 at the end of the 2020/21 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2021/22.

Office accommodation

TLT Solicitors provide Ablaze with office accommodation. This contribution is valued at £20,000 per annum.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Pay policy for senior staff

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 8 to the accounts.

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Plans for future periods

Aims and key objectives for future periods

Our business plan for 2020/21 was again significantly affected by the COVID-19 crisis. As we hope to see an end to the pandemic in 2022 we will continue to focus on our mission and how we can continue to deliver on that with a flexible, rigorous approach that is responsive to the needs and capacity of our school and business partners.

Our 2021/22 business plan will need to be flexible and responsive to the situation we find ourselves in. Our current key goals for Ablaze for this coming year are:

1. Ensure that our programmes tackle the issues COVID has caused, are fit for purpose and that we are delivering to as full capacity as we are able
2. Staff retention and well-being
3. Strategic development and growth
4. Business development, utilising the skills and expertise of the team

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. A further amendment was made on 26 February 2021. It is a registered charity with the Charity Commission.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Recruitment and appointment of trustees

The Board undertook a fundamental review of the governance of the charity in 2020/21 to ensure that arrangements were robust and represented best practice. New Articles of Association were adopted on 26th February 2021. In addition a New Governance Handbook was prepared.

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page 1.

A clear plan exists to recruit new Trustees to provide additional expertise, to recognise the need for diversity and further ensure the sustainability of the charity. Three new Trustees have been recruited this year.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

Arrangements for setting key management personnel remuneration

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2022. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risks are continuing uncertainty due to COVID - inability to future proof or plan ahead; reduction in income means reserves continue to be spent on core expenses; inability to grow meaning a cap on capacity to deliver our services. Clearly articulated mitigations are in place for these main risks.

Conclusion

This year has seen continuing challenges to our operations due to the COVID-19 pandemic which has caused ongoing disruption to all our service delivery. We have successfully adapted our programmes for older students in order to deliver virtual alternatives but we were still unable to find solutions to delivery for the primary age group. We used our skills and expertise to create a new income stream through our involvement in the Kickstart scheme and this has provided us with some much needed income. Continuing prudent use of reserves and active budget management has ensured Ablaze remains viable and sustainable. The impact of the pandemic on inequalities and educational achievement remains acute and this will make Ablaze's work even more vital for young people in the West of England, and we stand ready to respond to this.

The Trustees want to place on record their thanks to the CEO and her staff for their resilience, positivity and focus during this challenging year. They have demonstrated dedication, resourcefulness and continued optimism in the face of profound challenge.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on ^{09/05/2022} and signed on its behalf by:

Bethan Evans

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Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on ^{09/05/2022} and signed on its behalf by:

Bethan Evans

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Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 August 2021 which are set out on pages 13 to 28.

Respective responsibilities of trustees and examiner

As the charity's trustees of ABLAZE A Business Learning Action Zone for Education (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 ABLAZE A Business Learning Action Zone for Education are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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 ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

A R Dicker

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Anthony Robin Dicker FCA

25/05/2022
Date:.....

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	3	62,856	49,416	112,272	110,129
Charitable activities	4	19,925	-	19,925	31,992
Investment income	5	68	-	68	72
Other income		300	-	300	857
Total income		<u>83,149</u>	<u>49,416</u>	<u>132,565</u>	<u>143,050</u>
Expenditure on:					
Charitable activities	6	<u>(117,364)</u>	<u>(34,208)</u>	<u>(151,572)</u>	<u>(157,322)</u>
Total expenditure		<u>(117,364)</u>	<u>(34,208)</u>	<u>(151,572)</u>	<u>(157,322)</u>
Net (expenditure)/income		<u>(34,215)</u>	<u>15,208</u>	<u>(19,007)</u>	<u>(14,272)</u>
Net movement in funds		(34,215)	15,208	(19,007)	(14,272)
Reconciliation of funds					
Total funds brought forward		<u>159,446</u>	<u>12,078</u>	<u>171,524</u>	<u>185,796</u>
Total funds carried forward	17	<u><u>125,231</u></u>	<u><u>27,286</u></u>	<u><u>152,517</u></u>	<u><u>171,524</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 17.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880)
Balance Sheet as at 31 August 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	831	737
Current assets			
Debtors	13	18,489	3,585
Cash at bank and in hand	14	<u>135,595</u>	<u>170,883</u>
		154,084	174,468
Creditors: Amounts falling due within one year	15	<u>(2,398)</u>	<u>(3,681)</u>
Net current assets		<u>151,686</u>	<u>170,787</u>
Net assets		<u>152,517</u>	<u>171,524</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	27,286	12,078
Unrestricted income funds			
Unrestricted funds		<u>125,231</u>	<u>159,446</u>
Total funds	17	<u>152,517</u>	<u>171,524</u>

For the financial year ending 31 August 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 13 to 28 were approved by the trustees, and authorised for issue on 09/05/2022 and signed on their behalf by:

Bethan Evans

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Bethan Evans
Trustee

The notes on pages 15 to 28 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

1 Charity status

The charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/o Milsted Langdon LLP

Freshford House

Redcliffe Way

Bristol

BS1 6NL

The principal place of business is:

TLT

One Redcliff Street

Bristol

BS1 6TP

These financial statements were authorised for issue by the trustees on 9 May 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The ongoing worldwide Covid-19 pandemic continues to impact upon the charity's trading activity. The trustees consider the impact on the charity to not be material and are confident that the charity, through bank reserves, has adequate resources to survive the crisis and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Donations and legacies;				
Donations from individuals	13,155	16,348	29,503	28,436
Grants, including capital grants;				
Government grants	29,701	-	29,701	37,893
Grants from companies	-	33,068	33,068	23,800
Donated services and facilities	20,000	-	20,000	20,000
	<u>62,856</u>	<u>49,416</u>	<u>112,272</u>	<u>110,129</u>

For the year ended 31 August 2020 £31,330 of the income above was attributable to unrestricted funds and £78,799 to restricted funds.

4 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Primary purpose trading	<u>19,925</u>	<u>19,925</u>	<u>31,992</u>

For the year ended 31 August 2020 £31,992 of the income above was attributable to unrestricted funds and £nil to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>68</u>	<u>68</u>	<u>72</u>

For the year ended 31 August 2020 £72 of the income above was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2021 £	2020 £
Celebration event	-	-	-	63
Travel and subsistence	123	-	123	1,491
Direct costs	7,281	-	7,281	19,912
Consultancy - Future Quest	-	-	-	5,750
Consultancy - WEM	-	-	-	17,570
Subcontract costs	2,711	-	2,711	11,412
Employment costs	114,030	-	114,030	71,154
Website development and improvements to IT infrastructure	-	2,263	2,263	1,349
Rent	-	20,000	20,000	20,000
Core activities	-	180	180	180
Sundry and other costs	-	1,118	1,118	926
Printing, postage and stationery	-	77	77	2,929
Accountancy fees	1,671	-	1,671	2,705
Independent examiner's fee	300	-	300	300
Legal and professional fees	1,507	-	1,507	1,406
Depreciation of tangible fixed assets	-	311	311	175
	<u>127,623</u>	<u>23,949</u>	<u>151,572</u>	<u>157,322</u>

£117,364 (2020 - £69,963) of the expenditure above was attributable to unrestricted funds and £34,208 (2020 - £87,359) to restricted funds.

Included in the expenditure analysed above, are also governance costs of £3,478 (2020 - £4,411) which relate directly to charitable activities. See note 7 for further details.

Payroll costs have increased as the WEM Project Manager and finance and administration roles have changed from contractor positions to employees.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology £	Premises costs £	Other support costs £	Total 2021 £	Total 2020 £
Primary purpose trading	A	<u>2,263</u>	<u>20,000</u>	<u>1,686</u>	<u>23,949</u>	<u>25,559</u>

Basis of allocation

Reference	Method of allocation
A	Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2021 £	Total 2020 £
Accountancy fees	1,671	1,671	2,705
Independent examiner's fees	300	300	300
Legal and professional fees	<u>1,507</u>	<u>1,507</u>	<u>1,406</u>
	<u>3,478</u>	<u>3,478</u>	<u>4,411</u>

For the year ended 31 August 2020 £4,411 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2021 £	2020 £
Depreciation of fixed assets	311	175
Independent Examiner's remuneration	<u>300</u>	<u>300</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

10 Staff costs

The aggregate payroll costs were as follows:

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	111,599	69,868
Pension costs	<u>2,431</u>	<u>1,286</u>
	<u>114,030</u>	<u>71,154</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021	2020
	No	No
Charitable activities	<u>3</u>	<u>2</u>

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2020	1,862	1,862
Additions	405	405
Disposals	<u>(399)</u>	<u>(399)</u>
At 31 August 2021	<u>1,868</u>	<u>1,868</u>
Depreciation		
At 1 September 2020	1,125	1,125
Charge for the year	311	311
Eliminated on disposals	<u>(399)</u>	<u>(399)</u>
At 31 August 2021	<u>1,037</u>	<u>1,037</u>
Net book value		
At 31 August 2021	<u>831</u>	<u>831</u>
At 31 August 2020	<u>737</u>	<u>737</u>

13 Debtors

	2021 £	2020 £
Trade debtors	12,000	400
Prepayments	1,843	-
Accrued income	3,825	3,185
Other debtors	<u>821</u>	<u>-</u>
	<u>18,489</u>	<u>3,585</u>

14 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	<u>135,595</u>	<u>170,883</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

15 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	-	456
Accruals	2,398	1,550
Deferred income	-	1,675
	<u>2,398</u>	<u>3,681</u>

16 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

17 Funds

	Balance at 1 September 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2021 £
Unrestricted					
<i>Unrestricted general funds</i>					
Unrestricted income fund	95,219	83,149	(111,934)	45,227	111,661
<i>Designated</i>					
Fundraising	14,000	-	(5,430)	-	8,570
Growth	50,227	-	-	(50,227)	-
IT	-	-	-	5,000	5,000
	<u>64,227</u>	<u>-</u>	<u>(5,430)</u>	<u>(45,227)</u>	<u>13,570</u>
Total unrestricted	<u>159,446</u>	<u>83,149</u>	<u>(117,364)</u>	<u>-</u>	<u>125,231</u>
Restricted					
Airbus fund	141	-	-	-	141
Books for schools donation	-	1,000	(1,000)	-	-
Fundraising campaign	-	5,000	-	-	5,000
Future Quest	7,577	28,442	(25,000)	-	11,019
Poetry competition donations	60	1,500	(60)	-	1,500
Primary programmes	2,500	3,500	(2,500)	-	3,500
The Herman Miller Cares	-	7,474	(3,848)	-	3,626
West of England Mentoring (WEM)	-	2,500	-	-	2,500
West of England Mentoring (WEM) COVID IT project	1,800	-	(1,800)	-	-
	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total restricted	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total funds	<u><u>171,524</u></u>	<u><u>132,565</u></u>	<u><u>(151,572)</u></u>	<u><u>-</u></u>	<u><u>152,517</u></u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2020 £
Unrestricted					
<i>Unrestricted income fund</i>					
Unrestricted income fund	105,251	64,251	(63,963)	(10,320)	95,219
<i>Designated</i>					
Fundraising	12,000	-	(6,000)	8,000	14,000
Growth	50,227	-	-	-	50,227
	<u>62,227</u>	<u>-</u>	<u>(6,000)</u>	<u>8,000</u>	<u>64,227</u>
Total unrestricted	<u>167,478</u>	<u>64,251</u>	<u>(69,963)</u>	<u>(2,320)</u>	<u>159,446</u>
Restricted					
Airbus fund	142	15,799	(15,800)	-	141
Future Quest	10,246	32,500	(35,169)	-	7,577
Poetry competition donations	-	2,500	(2,440)	-	60
Primary programmes	-	8,500	(6,000)	-	2,500
The Herman Miller Cares	-	-	(2,319)	2,319	-
West of England Mentoring (WEM)	7,930	17,500	(25,431)	1	-
West of England Mentoring (WEM) COVID IT project	-	2,000	(200)	-	1,800
	<u>18,318</u>	<u>78,799</u>	<u>(87,359)</u>	<u>2,320</u>	<u>12,078</u>
Total restricted	<u>18,318</u>	<u>78,799</u>	<u>(87,359)</u>	<u>2,320</u>	<u>12,078</u>
Total funds	<u>185,796</u>	<u>143,050</u>	<u>(157,322)</u>	<u>-</u>	<u>171,524</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

Books for schools donation funds was money kindly donated by SD Solution to provide books for local primary schools.

Fundraising campaign funds was money donated to Ablaze from National Friendly to assist with the costs of running a fundraising campaign.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry Competition funds are for running poetry workshops in selected local Primary schools, as well as for the costs involved in running the poetry competition.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

The Herman Miller Cares funds are to support the West of England Mentoring programme with The John Bentley School, Calne.

West of England Mentoring funds are for the management of the programme logistics for the West of England Mentoring Secondary School programmes.

West of England Mentoring COVID IT project funds are grants received from The Frankham Foundation and the Society of Merchant Venturers to develop the West of England Mentoring website and create a membership area with resources for virtual programme delivery.

18 Analysis of net assets between funds

	Unrestricted funds General at 31 August 2021 £	Restricted funds at 31 August 2021 £	Total funds at 31 August 2021 £
Tangible fixed assets	831	-	831
Current assets	126,798	27,286	154,084
Current liabilities	(2,398)	-	(2,398)
Total net assets	<u>125,231</u>	<u>27,286</u>	<u>152,517</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

	Unrestricted funds General at 31 August 2020 £	Restricted at 31 August 2020 £	Total funds at 31 August 2020 £
Tangible fixed assets	737	-	737
Current assets	162,390	12,078	174,468
Current liabilities	<u>(3,681)</u>	<u>-</u>	<u>(3,681)</u>
Total net assets	<u>159,446</u>	<u>12,078</u>	<u>171,524</u>

19 Related party transactions

There were no related party transactions in the year.

ABLAZE A BUSINESS LEARNING ACTION ZONE FOR EDUCATION

England & Wales - Charity number 1110956

Accounts

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2020

ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Nigel Hutchings Robert Bourns Geraldine Buckland Bethan Evans Ashley Daniells
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	C/o Milsted Langdon LLP Freshford House Redcliffe Way Bristol BS1 6NL
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2020.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and education (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in education.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's objective therefore provides children and young people the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

The impact of COVID-19 on our work has been significant. All programme activity ceased on 16 March 2020 and at the time of writing, 1 March 2021, is still largely on hold. The narrative section provides more detail on the effects of the pandemic and alternative activity undertaken during this period. The following information reflects the period from 1 September 2019 to 16 March 2020.

- Ablaze supported 361 Primary School pupils with 248 volunteer Reading Buddies and Number Partners.
- We managed a total of 27 partnerships between 19 businesses and 23 schools, some schools having more than one business partner.
- 80% of Primary School programme volunteers felt their pupils' reading or maths skills had improved.
- All of the businesses that took part in our Primary School programmes felt that volunteering had been of benefit to their business.
- 91% of Secondary School students who participated in West of England Mentoring (WEM) programmes learned more about careers, 97% learned more about the skills needed for work and employability, 77% felt they had got better in taking part in discussions and 84% felt more confident in themselves.
- We trained a record number of mentors to take part in the fourth Airbus Flying Challenge. Year 9 students were able to take part in ten practical sessions that helped develop their teamwork and leadership skills.
- We continued our work managing student mentoring for the Future Quest programme. The mentoring aims to increase students' confidence and motivation; encourage informed post-16 planning and increase positive continuation through to the end of KS5.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- We launched our literacy campaign to help Bristol to be a city that reads to its children with the premier of our campaign video.
- Our fifth poetry competition, supported by Intellect Books and Bristol Water, had a record number of entries, with over 550 poems being sent from over 20 different schools in Bristol, South Gloucestershire and North Somerset. We launched our competition at College Green with poet Miles Chambers and Bristol Water mascot 'Hydro Harry'.

The COVID pandemic has impacted Ablaze in all areas of operation, finance, strategy and business planning this year. We have had to adapt and change our activity, our business and our development plans due to the lengthy lockdown and school closures. At the end of this financial year, we find ourselves in an unprecedented situation:

- The cessation of all our programme activity since March means we've been unable to support the young people in the West of England,
- We've had to put our plans for growth on hold and instead use our designated reserve funds to keep the charity running,
- We've not been able to conduct our usual evaluation of impact,
- We've stepped up our fundraising to try and mitigate our loss of income.

Our team have worked incredibly hard during this time to develop online versions of our programmes so that we can continue to offer students support while the pandemic continues. Our virtual WEM is ready and 13 of our partnerships have signed up to deliver in 2021. Age and safeguarding issues have made it harder to find virtual solutions for our Primary programmes but we continue to try, despite the barriers we face.

Strategically our goal for the next financial year will be to keep flexing our services in response to the continuing pandemic and maintain our relationships with schools and businesses in order to be able to reboot our face-to-face programmes once the situation eases. We anticipate this may not happen until summer 2021. In the meantime, we will continue with our stepped-up fundraising to mitigate our losses and attempt to preserve our level of reserves.

We were unable to collect evaluation data for our Primary programmes from schools or pupils this year due to school closures. We did gather evaluation and feedback from our business volunteers 80% of whom reported that their pupils had improved their reading and maths skills.

We did manage to arrange online meetings between some schools and their partner business, where school co-ordinators fed back on the great value that Reading Buddies and Number Partners bring to raising the confidence in children's reading and number skills and how important Ablaze's intervention is to their more disadvantaged children.

When we asked what other benefits pupils got from having a Reading Buddy, a National Friendly volunteer said, "Chattiness and confidence improves throughout the year." A volunteer from BBC commented, "I think it helped her to focus more on the reading, which we achieved by doing fun comprehension tests together at the end of each reading session." Likewise, when asked, Number Partners volunteers said, "Attention and respect from other adults", "Being able to talk and think about numbers at their own pace and in a small group" and "Interaction with another adult, boost in self-esteem, friendships outside of classroom learning."

Some of our business partners have been offering support to their schools during lockdown, for example, National Friendly helped their partner school buy books and resources to support pupils during lockdown. Speed Communications recorded book readings for their school to send home to pupils.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

This years' poetry competition, sponsored by Bristol Water, saw the biggest number of entries ever. We increased the size of our book to enable us to publish 90 of the best poems. As we could not host our annual Poetry Celebration Event, we visited our competition winners on their doorsteps to present them with their prizes.

Despite a challenging year for WEM, with all activity paused from March 2020 due to the pandemic, we still completed a third of our partnerships and collated enough evaluation data to demonstrate the impact of the programme. Overall, 91% of students who participated learned more about careers, 97% learned more about the skills needed for work and employability, 77% felt they had got better in taking part in discussions while 84% felt more confident in themselves.

Particularly pleasing this year was the significant impact of the WEM programme in Norton Hill School whose Year 9 students were mentored by Bristol Water. The school reported that:

- 100% of students said they felt more confident about themselves and their abilities
- 93% of students said they were better at taking part in discussions
- 100% said they had learned about skills needed for work
- 100% said they felt either a little (86%) or a lot better (14%) about school since taking part in the programme

When Covid-19 paused WEM, we reached out to our partner businesses to see how they could help our students locked down at home for the summer term. We created a series of 'lockdown resources' - video blogs filmed by mentors. The topics ranged from 'How to Look After Yourself', 'Managing Your Time', 'How to be Professional Onscreen' and 'How to Use Lockdown to Build Your CV', with corresponding activities and tasks devised by WEM to support each topic. These were emailed and tweeted out to all our schools and received very positively.

As the pandemic continued to impact on the delivery of the WEM programme, we contacted all our schools to discuss how WEM could be done virtually in their school. We created a virtual WEM (VWEM) model that many schools could support.

We renewed our contract, for a third year with Future Quest, part of the National Collaborative Outreach Programme funded by the Office for Students (formally HEFCE), aiming to tackle the low percentage of university application and uptake of places in the region. Ablaze continued to manage student mentoring for the Future Quest programme.

Once again, 27 secondary schools in Bristol and the surrounding area were offered support, teacher training and resources to deliver mentoring to Y11 Future Quest students. Activity had to cease when schools closed due to COVID. We provided some online resources for schools to send home to students but were unable to collect any significant data for the remainder of the academic year.

The Airbus Foundation flagship youth development programme, Airbus Flying Challenge, began its fourth year very successfully. We recruited and trained a record number of mentors from Airbus staff. Students participated in the first 10 workshops, hosted at the Airbus Filton site during the Autumn. They learned about aviation history, the physics of flight, airplane design and testing and the work that takes place at the Filton site. They worked in teams on practical challenges that included using materials and building structures, design and making models to fit specifications and hydraulics. Alongside this, students practised and recorded a range of soft skills including teamwork, communication, problem solving, making decisions, planning and production, leadership.

The COVID pandemic meant students were unable to do the second set of workshops we had planned. We were unable to collect our usual evaluation data. However, we asked our mentors for some qualitative feedback in April. It shows how much the students had benefited and developed during their time at Airbus.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

“On beginning the programme, some students were more reserved and found it harder to contribute to group tasks and conversations. However, by the end of the 10 weeks, these students were far more confident, contributing significantly to tasks and conversations. This showed the increase in confidence both in general and in their abilities.”

“I believe a lot of the students are really enjoying the programme and will consider engineering as a future option, especially at Airbus. If they apply and are successful at Airbus, then they would be a great asset to the company.”

Ablaze continues to collaborate closely with West of England Combined Authority and the now established Careers Hub, managed by the LEP and WECA combined.

Ablaze is a partner on the Bristol Reading in Schools Consortium, BRISC. We work collaboratively with a range of organisations and individuals to improve Primary pupils reading through volunteers, like our Reading Buddies, and more formal reading support. In addition, Ablaze is also involved in Bristol City Council's campaign, Bristol a Reading City. These initiatives are in line with the Mayor's One City Plan pledge, that every Bristol pupil that needs it should have reading support.

Ablaze continues to benefit from pro-bono office space and IT support from TLT, for which we thank the firm.

Ablaze would like to thank the Garfield Weston Foundation for their continuing support, with a second pledged grant of £25,000 to be released in 2021.

Our partnership with Speed Communications continued through this year. Speed helped Ablaze work on our Literacy Campaign, working with local animation company Sun & Moon Studios to create our wonderful video. Speed have also worked with Ablaze on social media strategy and will be working on our 2021 fundraising campaign.

Speed said, “At Speed we believe in the power of communication to make positive change happen. Our partnership with Ablaze aligns perfectly with this belief and we have seen first-hand some of the great work they do with children in Bristol and the South West. We are very proud to support them and look forward to supporting them in their fundraising effort in 2021.”

We have now embedded our charging model with business and school partners. This year 100% of our businesses and schools committed to paying for our primary school services and for WEM. Overall, 17% of our income was forecast to come from our service charges. Most of these charges were collected between September and December 2019 and in the context of the impact of the COVID pandemic, a loss of £3,200, was relatively small. However, in 2020/21 we anticipate a much larger income loss, around £30,000 lower than the budgeted figure for 2019/20.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Financial review

The charity reported net expenditure of £14,272. This was less than the net income forecasted in our budget by £23,361, meaning our funds reduced to £171,524 by the end of the year. This was due to the COVID pandemic.

In 2017/18 and 2018/19 we focused on growing our reserves in order that we could designate funds to expand our programmes and support more children in the South West.

We designated £50,227 to employ new members of staff. We employed an additional WEM Project Manager at the start of 2020 and planned to recruit an additional member of staff shortly afterwards. However, in March 2020 the previous WEM Project Manager left Ablaze and COVID caused the temporary cessation of our programmes. We are therefore deferring spending these designated reserves until we can run our programmes again as normal.

We expect our expenses to exceed our income in 2020/21. To minimise the impact on our reserves: we are adapting our programmes to be delivered online until face-to-face delivery can resume; we are looking at alternative funding streams and opportunities for contract work; we are investing in fundraising and raising awareness of Ablaze with funders, schools and businesses; and we have claimed the CJRS Grant (furlough) where our workload was reduced due to lockdown.

Policy on reserves

General reserves at 31 August 2020 were £159,446.

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any unexpected expenditure or shortfalls in income. £109,926 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is ringfenced to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern.

In addition to these reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2019/20.

Fundraising

We aim to spend £14,000, our designated funds for fundraising in 2020/21 to try and recoup the reserves we have had to spend on core activity during COVID. We will continue to use our contracted fundraiser to make applications to Trusts and Foundations. Alongside this, Speed Communications will support a fundraising campaign this year, aimed at raising money from the business sector.

Growth

Our plans for growth were put on hold due to the pandemic. We still believe we need to expand our team to increase our capacity once the pandemic is over. However, we will need to wait until towards the end of the 2020/21 financial year to assess whether we have the money to do this. We have ringfenced the £50,227 designated for growth, for now.

The total ringfenced reserves plus designated funds shown here leaves us with a shortfall of £14,707 at the end of the 2020/21 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2020/21.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Principal funding sources

Following on from the creation of a fundraising strategy for Ablaze, we contracted two fundraising specialists; one to do a large number of small and medium applications to Charitable Trusts; one to work on larger bids and public funds. For the 2019/20 financial year we designated £6,000 from our capital towards this.

Despite the drop in our income due to COVID, we have designated £14,000 to spend on fundraising in 2020/21 to try and recoup our current and expected losses.

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Plans for future periods

Aims and key objectives for future periods

Our business plan for 2019/20 was significantly affected by the COVID-19 crisis and this situation demands a different set of priorities for plans for 2020/21. Whilst it is very difficult to plan in this uncertain landscape where we cannot predict what our operations will look like, we know that we need to focus on our mission and how we can continue to deliver on that. We will need a flexible, responsive approach to do that.

We have built up enough reserve income to see us through the next academic year. However, we will need to focus our energy on further income generation to survive and thrive beyond this year.

Our current situation is unique, it is not possible to plan as we would normally do, or have control over the landscape that we operate in. Our 2020/21 business plan will need to be flexible and responsive to the situation we find ourselves in. Our current key goals for Ablaze for this coming year are:

1. Respond proactively to the changing situation by having flexible and multiple delivery methods for our programmes
2. Maintain our relationships with schools and businesses to ensure that partnerships survive and thrive
3. Fundraise to mitigate the loss of income predicted for 20/21
4. CEO to emphasize income generation
5. Continue to work on diversity and inclusion policy and strategy for Ablaze

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. A further amendment was made on 26 February 2021. It is a registered charity with the Charity Commission.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Recruitment and appointment of trustees

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page 1.

A clear plan exists to recruit new Trustees to provide additional expertise and further ensure the sustainability of the charity. One new Trustee has been recruited this year.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

Arrangements for setting key management personnel remuneration

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2021. A special risk register was created in response to the COVID pandemic and reviewed regularly. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risks are significant project failure due to COVID restrictions; continuing uncertainty due to COVID - inability to future proof or plan ahead; reduction in income means reserves continue to be spent on core expenses; inability to renew existing and secure new contract work. Clearly articulated mitigations are in place for these main risks.

Conclusion

This has been an extraordinarily challenging year. The COVID-19 pandemic led to an overnight cessation of the charity's activities which had been based on an operating model of face to face engagement between business volunteers and children/young people in a school setting. But prudent use of reserves and active budget management has ensured Ablaze remains viable and sustainable. We have reviewed how we can deliver our services through virtual means which will offer opportunities for new forms of support even when the current crisis ends. It is clear that the impact of the pandemic on inequalities and educational achievement will make Ablaze's work even more vital for young people in the West of England, and we stand ready to respond to this.

The Trustees want to place on record their thanks to the CEO and her staff for their resilience, positivity and focus during this challenging year.

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The annual report was approved by the trustees of the charity on ^{26/04/2021} and signed on its behalf by:

Bethan Evans

.....
Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on ^{26/04/2021} and signed on its behalf by:

Bethan Evans

.....

Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 August 2020 which are set out on pages 12 to 26.

Respective responsibilities of trustees and examiner

As the charity's trustees of ABLAZE A Business Learning Action Zone for Education (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 ABLAZE A Business Learning Action Zone for Education are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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 ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities 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.

A R Dicker

.....
Anthony Robin Dicker FCA

Date: 27/04/2021
.....

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2020 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Income and Endowments from:					
Donations and legacies	3	31,330	78,799	110,129	175,552
Charitable activities	4	31,992	-	31,992	42,373
Investment income	5	72	-	72	31
Other income		857	-	857	656
Total income		<u>64,251</u>	<u>78,799</u>	<u>143,050</u>	<u>218,612</u>
Expenditure on:					
Charitable activities	6	<u>(69,963)</u>	<u>(87,359)</u>	<u>(157,322)</u>	<u>(160,261)</u>
Total expenditure		<u>(69,963)</u>	<u>(87,359)</u>	<u>(157,322)</u>	<u>(160,261)</u>
Net (expenditure)/income		(5,712)	(8,560)	(14,272)	58,351
Transfers between funds		<u>(2,320)</u>	<u>2,320</u>	-	-
Net movement in funds		(8,032)	(6,240)	(14,272)	58,351
Reconciliation of funds					
Total funds brought forward		<u>167,478</u>	<u>18,318</u>	<u>185,796</u>	<u>127,445</u>
Total funds carried forward	17	<u><u>159,446</u></u>	<u><u>12,078</u></u>	<u><u>171,524</u></u>	<u><u>185,796</u></u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 17.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880)
Balance Sheet as at 31 August 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	12	737	133
Current assets			
Debtors	13	3,585	9,661
Cash at bank and in hand	14	<u>170,883</u>	<u>184,771</u>
		174,468	194,432
Creditors: Amounts falling due within one year	15	<u>(3,681)</u>	<u>(8,769)</u>
Net current assets		<u>170,787</u>	<u>185,663</u>
Net assets		<u>171,524</u>	<u>185,796</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	12,078	18,318
Unrestricted income funds			
Unrestricted funds		<u>159,446</u>	<u>167,478</u>
Total funds	17	<u>171,524</u>	<u>185,796</u>

For the financial year ending 31 August 2020 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 12 to 26 were approved by the trustees, and authorised for issue on ~~26/04/2021~~ and signed on their behalf by:

Bethan Evans

.....
Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

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

1 Charity status

The charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/o Milsted Langdon LLP

Freshford House

Redcliffe Way

Bristol

BS1 6NL

The principal place of business is:

TLT

One Redcliff Street

Bristol

BS1 6TP

These financial statements were authorised for issue by the trustees on 26 April 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The worldwide Covid-19 pandemic and the Government shut-down has impacted upon the charity's trading activity post year end. The trustees consider the impact on the charity to not be material and are confident that the charity, through Government support packages and bank reserves, has adequate resources to survive the crisis and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

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

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

ABLAZE A Business Learning Action Zone for Education

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

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

ABLAZE A Business Learning Action Zone for Education

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

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

ABLAZE A Business Learning Action Zone for Education

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

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2020 £	Total 2019 £
Donations and legacies;				
Donations from individuals	5,936	22,500	28,436	42,947
Grants, including capital grants;				
Government grants	5,394	32,499	37,893	62,095
Grants from companies	-	23,800	23,800	50,510
Donated services and facilities	20,000	-	20,000	20,000
	<u>31,330</u>	<u>78,799</u>	<u>110,129</u>	<u>175,552</u>

For the year ended 31 August 2019 £54,951 of the above income was attributable to unrestricted funds and £120,601 to restricted funds.

4 Income from charitable activities

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Primary purpose trading	<u>31,992</u>	<u>31,992</u>	<u>42,373</u>

For the year ended 31 August 2019 £42,373 of the above income was attributable to unrestricted funds and £nil to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2020 £	Total 2019 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>72</u>	<u>72</u>	<u>31</u>

For the year ended 31 August 2019 £31 of the above income was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

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

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	Total 2020 £	Total 2019 £
Celebration event	63	-	63	82
Travel and subsistence	1,491	-	1,491	-
Direct costs	19,912	-	19,912	11,073
Consultancy - Future Quest	5,750	-	5,750	21,625
Consultancy - WEM	17,570	-	17,570	27,040
Subcontract costs	11,412	-	11,412	8,925
Employment costs	71,154	-	71,154	60,403
Website development and improvements to IT infrastructure	-	1,349	1,349	622
Rent	-	20,000	20,000	20,000
Core activities	-	180	180	180
Sundry and other costs	-	926	926	3,782
Printing, postage and stationery	-	2,929	2,929	1,084
Accountancy fees	2,705	-	2,705	3,631
Independent examiner's fee	300	-	300	300
Legal and professional fees	1,406	-	1,406	1,381
Depreciation of tangible fixed assets	-	175	175	133
	<u>131,763</u>	<u>25,559</u>	<u>157,322</u>	<u>160,261</u>

£69,963 (2019 - £57,836) of the above expenditure was attributable to unrestricted funds and £87,359 (2019 - £102,425) to restricted funds.

Included in the expenditure analysed above, are also governance costs of £4,411 (2019 - £5,312) which relate directly to charitable activities. See note 7 for further details.

ABLAZE A Business Learning Action Zone for Education

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

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology costs £	Premises costs including depreciation £	Other support costs £	Total 2020 £	Total 2019 £
Primary purpose trading	A	1,349	20,000	4,210	25,559	25,801

Basis of allocation

Reference	Method of allocation
A	Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2020 £	Total 2019 £
Accountancy fees	2,705	2,705	3,631
Independent examiner's fees	300	300	300
Legal and professional fees	1,406	1,406	1,381
	<u>4,411</u>	<u>4,411</u>	<u>5,312</u>

For the year ended 31 August 2019 £5,312 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

8 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2020 £	2019 £
Depreciation of fixed assets	175	133
Independent Examiner's remuneration	<u>300</u>	<u>300</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

ABLAZE A Business Learning Action Zone for Education

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

10 Staff costs

The aggregate payroll costs were as follows:

	2020 £	2019 £
Staff costs during the year were:		
Wages and salaries	69,868	59,759
Pension costs	1,286	644
	71,154	60,403

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2020 No	2019 No
Charitable activities	2	2

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2019	1,083	1,083
Additions	779	779
At 31 August 2020	1,862	1,862
Depreciation		
At 1 September 2019	950	950
Charge for the year	175	175
At 31 August 2020	1,125	1,125
Net book value		
At 31 August 2020	737	737
At 31 August 2019	133	133

ABLAZE A Business Learning Action Zone for Education

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

13 Debtors

	2020 £	2019 £
Trade debtors	400	4,345
Prepayments	-	1,406
Accrued income	3,185	3,910
	<u>3,585</u>	<u>9,661</u>

14 Cash and cash equivalents

	2020 £	2019 £
Cash at bank	<u>170,883</u>	<u>184,771</u>

15 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	456	3,084
Accruals	1,550	5,685
Deferred income	1,675	-
	<u>3,681</u>	<u>8,769</u>

16 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

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

17 Funds

	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2020 £
Unrestricted funds					
<i>Unrestricted general funds</i>					
Unrestricted income fund	105,251	64,251	(63,963)	(10,320)	95,219
<i>Designated</i>					
Fundraising	12,000	-	(6,000)	8,000	14,000
Growth	50,227	-	-	-	50,227
	<u>62,227</u>	<u>-</u>	<u>(6,000)</u>	<u>8,000</u>	<u>64,227</u>
Total unrestricted funds	<u>167,478</u>	<u>64,251</u>	<u>(69,963)</u>	<u>(2,320)</u>	<u>159,446</u>
Restricted funds					
Airbus fund	142	15,799	(15,800)	-	141
West of England Mentoring (WEM)	7,930	17,500	(25,431)	1	-
West of England Mentoring (WEM) COVID IT project	-	2,000	(200)	-	1,800
Future Quest	10,246	32,500	(35,169)	-	7,577
Poetry competition donations	-	2,500	(2,440)	-	60
Primary programmes	-	8,500	(6,000)	-	2,500
Herman Miller Cares	-	-	(2,319)	2,319	-
	<u>18,318</u>	<u>78,799</u>	<u>(87,359)</u>	<u>2,320</u>	<u>12,078</u>
Total restricted funds	<u>18,318</u>	<u>78,799</u>	<u>(87,359)</u>	<u>2,320</u>	<u>12,078</u>
Total funds	<u>185,796</u>	<u>143,050</u>	<u>(157,322)</u>	<u>-</u>	<u>171,524</u>

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

	Balance at 1 September 2018 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2019 £
Unrestricted funds					
<i>Unrestricted income fund</i>					
Unrestricted income fund	127,303	98,011	(57,836)	(62,227)	105,251
<i>Designated</i>					
Fundraising	-	-	-	12,000	12,000
Growth	-	-	-	50,227	50,227
	<u>-</u>	<u>-</u>	<u>-</u>	<u>62,227</u>	<u>62,227</u>
Total unrestricted funds	<u>127,303</u>	<u>98,011</u>	<u>(57,836)</u>	<u>-</u>	<u>167,478</u>
Restricted funds					
Airbus fund	142	19,510	(19,510)	-	142
West of England Mentoring (WEM)	-	32,408	(24,478)	-	7,930
Future Quest	-	54,883	(44,637)	-	10,246
Poetry competition donations	-	1,600	(1,600)	-	-
Primary programmes	-	11,000	(11,000)	-	-
Herman Miller Cares	-	1,200	(1,200)	-	-
	<u>-</u>	<u>120,601</u>	<u>(102,425)</u>	<u>-</u>	<u>18,318</u>
Total restricted funds	<u>142</u>	<u>120,601</u>	<u>(102,425)</u>	<u>-</u>	<u>18,318</u>
Total funds	<u>127,445</u>	<u>218,612</u>	<u>(160,261)</u>	<u>-</u>	<u>185,796</u>

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

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

The Herman Miller Cares funds are to support the West of England Mentoring programme with The John Bentley School, Calne.

West of England Mentoring funds are for the management of the programme logistics for the West of England Mentoring Secondary School programmes.

West of England Mentoring COVID IT project funds are grants received from The Frankham Foundation and the Society of Merchant Venturers to develop the West of England Mentoring website and create a membership area with resources for virtual programme delivery.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry Competition funds are for running poetry workshops in selected local Primary schools, as well as for the costs involved in running the poetry competition.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

18 Analysis of net assets between funds

	Unrestricted funds General at 31 August 2020 £	Restricted funds at 31 August 2020 £	Total funds at 31 August 2020 £
Tangible fixed assets	737	-	737
Current assets	162,390	12,078	174,468
Current liabilities	(3,681)	-	(3,681)
Total net assets	<u>159,446</u>	<u>12,078</u>	<u>171,524</u>

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

	Unrestricted funds General at 31 August 2019 £	Restricted funds at 31 August 2019 £	Total funds at 31 August 2019 £
Tangible fixed assets	133	-	133
Current assets	176,114	18,318	194,432
Current liabilities	(8,769)	-	(8,769)
Total net assets	<u>167,478</u>	<u>18,318</u>	<u>185,796</u>

19 Related party transactions

There were no related party transactions in the year.