

**JET JOBS EDUCATION AND TRAINING**  
(A company limited by guarantee)

**REPORT AND FINANCIAL STATEMENTS**  
For the year ended 31 March 2025

Charity Number 1117026  
Company Number 05775686

## **JET JOBS EDUCATION AND TRAINING**

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### **TRUSTEES ANNUAL REPORT**

For the year ended 31 March 2025

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JET's Board of Trustees are pleased to present the annual Directors' report together with financial statements of the charity for the year ended 31 March 2025, which are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### **Objectives and activities**

*The charitable objects of JET Jobs, Education, and Training ("JET") are:*

*"The relief of unemployment for public benefit in such ways as may be thought fit including the advancement of education and assistance to find employment, specifically, but not limited to, persons from ethnic minority groups and their dependents, to help them advance in life."*

### **Achievements and performance**

The financial year 2024/2025 marked a period of growth, innovation, and strategic development for JET (Jobs, Education and Training). Our key projects, Talent Pools & Pathways and Wise Group Relational Mentoring, not only contributed to the overall mission but also provided measurable impact in building a sustainable future for our communities. The efforts undertaken through these projects align with our strategic goals of fostering leadership, promoting inclusion, and developing pathways to success for all stakeholders involved.

### **Project 1: Talent Pools & Pathways**

#### **Project Overview**

The *Talent Pools & Pathways* project was created to support people who are nearer the labour market with referrals into specific training for a variety of career routes. These are childcare, construction, care work and green jobs. Anyone, who is ready to look for work can access this intensive support, even if they do not want to go into one of the job types listed. The project was designed to identify, cultivate, and support emerging talent across key sectors. With a focus on diversity, inclusion, and skill development, this project aims to create sustainable talent pipelines, ensuring that individuals from various backgrounds have access to opportunities in professional roles.

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#### **Key Achievements**

- **121** clients registered and supported
- Assisted individuals in developing practical and applicable plans to achieve their professional goals.
- Provided tailored support and information to help each person explore the various options and opportunities available to them.
- Engaged individuals with suitable training and experiences
- Supported individuals in overcoming barriers to employment.
- Liaised some individuals with some employers and providing job opportunities for them.

#### **Project 2: Wise Group Relational Mentoring**

##### **Project Overview**

The *Wise Group Relational Mentoring* program focuses on pairing experienced professionals with emerging talent to provide mentorship, guidance, and strategic advice. Through this initiative, we aim to foster a supportive community where individuals can thrive through meaningful connections and shared knowledge.

##### **Key Achievements include:**

- **169** clients registered and supported
- **170** ESOL sessions
- The support provided for clients includes, IT skills, referring clients to wellbeing activities, advocacy support work, job search activities, ESOL assessments, completing various application forms and referrals to external organisations.
- Improved clients' basic IT skills related to job search activities such as working with emails, opening personal job search accounts and learning how to carry out job search
- Improved skills in using email for communications, writing job applications and draft CV
- Carried out Signal Assessments for further support on the issues affecting their progress
- Helped participants with Housing application & process
- Worked alongside the Wellbeing mentors and coordinator such as accompanying participants in different activities and organising meetings and small events

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#### *Other Projects Delivered:*

#### **1. National Career Services**

The National Careers Service offered a range of tailored support through various delivery channels, including face-to-face, telephone and online resources. Services include:

- One-to-one careers guidance appointments
- CV writing and interview skills support
- Job search and application support
- Skills assessments and career planning tools
- Information on local labour market trends and training opportunities
- Referrals to training, education providers, or other support services

#### **Key Achievements include:**

- **3744** interactions with clients
- **72** Job Outcomes
- **431** Learning Outcomes

#### **2. Vita Health Group Partnership**

JET collaborated with Vita Health Group to promote Vita Health Group's mental health services among the BAME community in Newcastle and increasing the BAME referrals to their talking therapy services. This was achieved by attending networking meetings, community group events and meeting with professionals to promote VHG services.

#### **Key Achievements include:**

- **53** clients registered and supported
- **18** sessions for the engagement with BME communities
- **2** support sessions at ACANE (African Community Advice North East).
- **3** Employability Drop-In sessions at the Women & Girls Centre.
- **2** BNO support groups at JET, providing regular language support on a weekly basis.
- **1** Participant event at JET, delivered by Vita Health Group.
- Meetings with **3** community groups: Hope Beyond the Borders (Spanish-speaking group), Roma Women's Group, and Dwine (Arabic-speaking support group).
- White Ribbon Event: Promoting awareness and prevention of male violence against women and girls.

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- Communities Tackling Hate Together / Being You Is Not a Crime event: A collaborative session with supporting services, Northumbria Police, and City Council staff to discuss the impact of hate crime and strategies for promoting inclusivity and safety.

### **3. British Nationals from Overseas Integration activities**

With support from the British National (Overseas) Integration Grant, JET played a vital role in assisting Hong Kong BN(O) status holders to settle into life in the UK. Community outreach events and workshops were held to help individuals and families build networks, navigate systems, and feel confident in their new environment.

#### **Key Achievements include:**

- Economic and social integration: helped BN(O)s contribute and participate meaningfully in British society
- Language confidence: ensured clients acquired conversational and functional English
- Reduced isolation and destitution: through many different integration activities
- In total had **113** participations.

### **4. BNO ESOL Programme**

As part of our broader support for the BN(O) community, JET delivered a dedicated ESOL (English for Speakers of Other Languages) programme tailored to their needs. Classes were designed to improve everyday communication skills, boost confidence, and support participants in accessing employment and education opportunities.

#### **Key Achievements**

- **114** sessions
- **23** students participated in ESOL classes
- Helped to ease integration into UK society
- Supported employment and education
- Boosted confidence in using English in real-life settings
- Aided long-term settlement success

### **Strategic Focus for the Upcoming Year**

Looking ahead to the coming year, the Board of Trustees believe that JET is in very good shape to continue to work with our communities to empower individuals,

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particularly from underrepresented groups, by providing them with the skills, connections, and support needed to succeed in today's job market.

Key priorities include:

- Strengthen partnerships with local employers to facilitate better job matching and increase placement rates for program participants.
- Develop support systems for ongoing mentoring and career coaching to ensure participants not only secure jobs but also thrive in their roles long-term.
- Create pathways for individuals with diverse learning needs or those facing barriers to entry into the workforce, such as long-term unemployment or health problems

The financial year 2025/2026 has been a period of exceptionally dedicated work by the JET team to ensure that the people we support continue to receive a warm, professional service to help them achieve their goals. The flexibility to meet the needs of our customers and overcome the challenges that they face is at the heart of what the JET team deliver.

The outlook for 2024/2025 was one of transition in the funding arena, and the team members have adapted with great commitment and determination to ensure that the service we offer to those who need it, is of the highest standard. We are delighted that this period has culminated in a very bright outlook for 2025/2026. This is a testament to the whole team's focus to ensure that we champion the needs of our communities and deliver a service that we can be proud of.

### **Case Study and Client Quotes**

#### **The wonderful story of Vino Varghese journey:**

#### **From Homelessness to Hope: A Nurse's Inspiring Journey in the UK – and the Job Coach Who Walked Beside Him**

When X arrived in the UK from India, he carried dreams of building a better life for his young family. As a registered nurse and dependent on his wife's Skilled Worker visa, he envisioned stability, opportunity, and growth.

But life took an unexpected turn.

Following a painful family breakdown, X suddenly found himself without a home, income, or support network. He became homeless — relying on temporary hostel stays funded by his sister abroad. Even more devastating, he was caught in complex court proceedings connected to the family situation, leaving him without access to his children and unsure of his rights or next steps.

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It was during this dark and confusing time that X sought help from a job coach — someone who would prove to be a lifeline when he needed it most.

#### **A Job Coach's Commitment to Stand Beside Him**

As his job coach, we saw someone who had lost nearly everything — but who refused to give up. X came not asking for charity, but for **a chance to work**, to rebuild, and to reclaim a future where he could support and be present for his children.

Understanding the urgency of his situation, we began an intensive job search journey. It wasn't easy. Despite his background in healthcare, the ongoing court case made it difficult to secure roles working with vulnerable people. We explored training and referral options, and X successfully completed an induction programme — but job opportunities in his field remained limited for the time being.

JET encouraged him not to lose hope, and we redirected our strategy, supported him in applying for roles outside his usual field — focusing on immediate stability over long-term career goals. Through persistence, X landed a night-shift job at Amazon. JET was able to cover his travel expenses for the first month, helping bridge the gap until his first payment.

The Night Shift job wasn't glamorous, but it was his **turning point** — enough to afford a room and start piecing his life back together.

Throughout this time, JET's coach continued to walk alongside him — not just as a job coach, but as consistent, non-judgmental sources of support. We helped him navigate housing, finances, and understand his basic rights, while encouraging him to keep going, even on the hardest days. When the community didn't know him and couldn't offer support, we remained by his side. And when he doubted his own strength, we reminded him of everything he had already overcome.

#### **A Powerful Turnaround**

Eventually, he began to have third-party contact with his children and, over time, was able to reunite with them. He found joy again in seeing them, supporting them, and simply being a Dad.

Now, he is hoping to complete the legal procedures that will allow him full access to his children.

He also received an excellent DBS check and re-entered the care sector — the field he loves and was trained in. Today, he works hard, lives independently, and is thriving both personally and professionally. He tells us he feels like a completely different person — more confident, more grounded, and, finally, happy.

With support from his employer, he is now hoping to begin CBT and OSCE training very soon, with the goal of becoming a registered nurse in the UK.

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#### The Power of Walking Alongside Someone

X's journey is not just one of personal resilience, but also a testament to what can happen when someone receives **the right support at the right time**. As a job coach, our role wasn't just to help him find a job — it was to help him keep going when the path was unclear, and to walk beside him until he could walk on his own again.

This is the heart of what we do. One life changed. One future reclaimed. One family reunited.

#### **Client feedback about support received:**



#### Coffee Shop

The purpose of the Wicker Chair Coffee Shop in Westerhope is to support the delivery of JET's charitable objectives by:

a) generating a small level of surplus income, and b) directly supporting work outcomes by offering placements and training to some of JET's clients helping them further on their employability journey. Our partnership with Your Homes Newcastle, and the Your Homes Your Jobs programme, continues to offer paid placements and amazing outcomes for those who are gaining much needed employment skills in the catering sector. We continue to work in Partnership with Fareshare Northeast (who are in the same building as us), and offer a free space to Nourish Food School, within the coffee shop, to deliver cookery classes to the local members of the community, volunteers and anyone interested in taking part. Both these partnerships, along with providing a free hot meal each day to all the Fareshare Volunteers who wish to take up the offer, aim to use surplus food to reduce waste and hence play our part in environmental sustainability.

The Trustees continue to keep the Coffee Shop under regular review to ensure that it supports the objectives of the charity and to ensure that it remains financially viable for the Charity.



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In this financial year we secured funding from The National Lottery Community Fund for our Coffee Shop makeover. The project aimed to revitalise and modernise a vital community café space to enhance inclusivity, and sustainability. With the generous support from the fund, we transformed the café into a welcoming, functional, and environmentally conscious venue that serves as a hub for local engagement. With the support of this funding, we managed to upgrade:

- Kitchen equipment: the facilities in our kitchen were old and ineffective
- New equipment, such as fridges, a dishwasher, mixers, panini makers, pots & pans, crockery and cutlery, etc, to support our beneficiaries to provide a service they can take pride in and learn from
- Café furniture/décor: the café space has become tired, with some of the tables and chairs being in a state of disrepair. We invested in new furniture and décor to improve the public-facing spaces, creating a welcoming environment
- Promotional/Marketing materials: We improved the visibility of the café by creating new menus, flyers, posters, and signage that will raise our profile in the local community of residents and businesses. We distributed flyers/menus to all businesses on the local industrial estate and amongst other businesses who would be interested in our buffet/outside catering offer.

Our beneficiaries gain vital skills in the food and hospitality industry through practical training in a real-world setting, opening doors to sustainable job opportunities in the UK. This enhanced their employability and financial independence, empowering them to support themselves going forward.

### **Operational Outlook**

The social and economic backdrop to the financial year continues to be challenging, particularly with the cost of living crisis, fuel poverty, and high inflation leading to a downturn in economic output, which could be reflected in higher unemployment and fewer employment opportunities. In addition, changes to traditional funding streams and a change of Government provided uncertainty around the future make up of JET's operational income and its ability to meet the demands of all of our customer groups. The Charity has taken opportunities to continue to find new and innovative ways to communicate and deliver services to clients, enhancing JET's social media presence, and looking at other potential community initiatives / partnerships.

JET continues to play a vital and integral role in supporting people with English as a Second Language through their employability and integration journey. This is achieved not just through our core activity of advice, guidance, education, and training but also by encouraging engagement, volunteering, and participation in the local

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community. We believe it is our holistic approach that has helped JET to make such a difference, along with the staff team who very much mirror the client group.

The Trustees are continuing to focus on succession planning to ensure good governance.

#### **Financial Review**

The Trustees are pleased with JETs Financial performance during the year.

JET's principal funding sources are from contracts and grants to provide a range of training and bespoke services for the relief of unemployment, to ethnic minority groups. The total income for the year ended 31 March 2025 was £538,315, this represents an increase of £156,631 from 2024 and is due to a big project that started in 2024 April, which was Talent Pools & Pathways and continuation of the Wise Group Relational Mentoring.

JET's expenditure during the year increased from £376,583 (2024) to £493,583 (2025) an increase of £117,000. This increase is mainly as a result of increased number of the staff members because of the new projects. In 2025 staff costs were £426,694 (13 FTE) an increase of £94,780 from the prior year where costs were £331,914 (11.5 FTE). The average salary per FTE has risen significantly from £28,862 (2024) to £32,823 (2025) which is expected as a conscious effort has been made during the period to increase staff benefits to retain staff.

The net income for the year was £44,732 which was up £39,631 on 2024 (£5,101).

The Charity ended the financial year in a healthy financial position with £317,358 in funds to be carried forward to support JET's policy on reserves (2024: £272,626). The funds are allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice (SORP) 2019.

The funds held at the year-end consist of unrestricted funds £242,358 (£195,301 2024), Designated funds £75,000 (£57,950 2024) and Restricted funds of £0 (£19,375 2024).

#### **Reference and administrative details of the charity, its trustees and advisors**

Charity Name            JET Jobs, Education, and Training

Registered Charity    1117026  
Number

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Company Number	05775686
Registered Office and operational address	Carnegie Building Atkinson Road Benwell Newcastle upon Tyne NE4 8XS
Trustees	Ross Stephen Waldie (Chair) Hardus Le Cornu Du Plessis (appointed on 15 December 2020) Sean Nairn (appointed on 22 March 2022) Justine King (appointed on 29 November 2022) Manish Shukla (appointed on 01 September 2022)
Bankers	Unity Trust Bank Nine Brindley place Birmingham B1 2HB
Independent Examiner	Jim Dodds FCIE 33 The Glebe Morpeth NE61 6HW

## **Structure, governance, and management**

### Governing documents

The organisation is a charitable company limited by guarantee, incorporated on the 10 April 2006. The company was established under a Memorandum of Association which establishes the objectives and powers of the charitable company and is governed under its Articles of Association.

### Appointment of trustees

Trustees are elected at the ATM and can serve for a period time in line with the Memo & Articles of Association. Interested possible new trustees are encouraged to attend trustee meetings when vacancies arise.

### Organisation

All of the trustees meet every quarter and deal with the administration of the charity to ensure that JET Jobs, Education and Training has a clear vision and strategy for the

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future, and to monitor the performance against plans, to support the management and staff team, and to oversee financial accountability and risk management.

The operational management of the organisation is undertaken by the paid staff team.

#### **Risk management**

The trustees have conducted a review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

#### **Public benefit statement**

The trustees/directors have considered the guidance produced by the Charity Commission on the provision of public benefit and they confirm that public benefit has been provided by the range of activities as described above.

#### **Statement of trustee responsibilities**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which show the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure of the charitable company for that year. In preparing those 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 have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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The trustees are responsible for keeping accounting records that 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.

Approved by the Board on: 18 September 2025

and signed on their behalf by:

Ross Waldie  
Chair

A handwritten signature in black ink that reads "Ross Waldie". The script is cursive and fluid, with the first letters of "Ross" and "Waldie" being capitalized and prominent.

## **JET JOBS EDUCATION AND TRAINING**

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### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

For the year ended 31 March 2025

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I report on the financial statements of JET Jobs Education And Training for the year ended 31 March 2025, which are set out on pages 14 to 25.

#### **Respective responsibilities of trustees and examiner**

The charity's trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Fellow of the Association of Charity Independent Examiners.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I 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.

Jim Dodds FCIE  
33 The Glebe  
Morpeth  
NE61 6HW  
Date: 18 September 2025



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**STATEMENT OF FINANCIAL ACTIVITIES**

(INCLUDING SUMMARY INCOME &amp; EXPENDITURE ACCOUNT)

For the year ended 31 March 2025

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<b><u>Income from:</u></b>						
Donations and legacies	6	28	-	-	28	-
Charitable activities						
Grants and contracts	6	221,254	-	281,586	502,840	360,688
Other trading activities	7	29,835	-	-	29,835	15,571
Investments	8	5,612	-	-	5,612	5,425
<b>Total income</b>		<b>256,729</b>	<b>-</b>	<b>281,586</b>	<b>538,315</b>	<b>381,684</b>
<b><u>Expenditure on:</u></b>						
Raising funds	9	17,189	-	86	17,275	3,907
Charitable activities						
Operation of the charity	10	175,433	-	300,875	476,308	372,676
<b>Total expenditure</b>		<b>192,622</b>	<b>-</b>	<b>300,961</b>	<b>493,583</b>	<b>376,583</b>
<b>Net income/(expenditure)</b>		<b>64,107</b>	<b>-</b>	<b>( 19,375 )</b>	<b>44,732</b>	<b>5,101</b>
Transfers between funds		( 17,050 )	17,050	-	-	-
<b>Net movement of funds</b>		<b>47,057</b>	<b>17,050</b>	<b>( 19,375 )</b>	<b>44,732</b>	<b>5,101</b>
<b><u>Reconciliation of funds</u></b>						
Total funds brought forward		195,301	57,950	19,375	272,626	267,525
<b>Total funds carried forward</b>		<b>242,358</b>	<b>75,000</b>	<b>-</b>	<b>317,358</b>	<b>272,626</b>

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

The notes on pages 17 to 25 form an integral part of these accounts.

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Charity Number 1117026

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**BALANCE SHEET**

As at 31 March 2025

	Notes	£	Total 2025 £	£	Total 2024 £
<b><u>Fixed assets</u></b>					
Tangible assets	17		3,340		4,030
<b>Total fixed assets</b>			<b>3,340</b>		<b>4,030</b>
<b><u>Current assets</u></b>					
Debtors	18	99,165		70,209	
Cash at bank and in hand	19	223,968		206,078	
<b>Total current assets</b>		<b>323,133</b>		<b>276,287</b>	
<b>Creditors: amounts falling due within one year</b>	20	<b>( 9,115 )</b>		<b>( 7,691 )</b>	
<b>Net current assets</b>			<b>314,018</b>		<b>268,596</b>
<b>Total assets less current liabilities</b>			<b>317,358</b>		<b>272,626</b>
<b>Total net assets or liabilities</b>			<b>317,358</b>		<b>272,626</b>
<b><u>Funds of the charity</u></b>					
Unrestricted income funds			242,358		195,301
Designated income funds			75,000		57,950
Restricted income funds			-		19,375
<b>Total funds</b>			<b>317,358</b>		<b>272,626</b>

The company was entitled to an exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with the respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The notes on pages 17 to 25 form an integral part of these accounts.

These financial statements were approved by the Board on 18 September 2025

and are signed on its behalf by: Ross Waldie  
Chair

*Ross Waldie*



## JET JOBS EDUCATION AND TRAINING

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### STATEMENT OF CASH FLOWS

For the year ended 31 March 2025

	Notes	2025 £	2024 £
<b><u>Cash flows from operating activities</u></b>			
Net movement in funds		44,732	5,101
Depreciation		690	115
Investment income		( 5,612 )	( 5,425 )
Increase in trade receivables		( 28,956 )	( 40,206 )
Increase in trade payables		1,424	( 4,167 )
<b><i>Cash generated from operations</i></b>		<b>12,278</b>	<b>( 44,582 )</b>
<b><u>Cash flow from investing activities</u></b>			
Purchase of property, plant and equipment		-	( 4,145 )
Interest received		5,612	5,425
<b><i>Net cash used in investing activities</i></b>		<b><u>5,612</u></b>	<b><u>1,280</u></b>
<b>Increase in cash and cash equivalents</b>		<b>17,890</b>	<b>( 43,302 )</b>
<b>Cash and cash equivalents at start of year</b>		<b>206,078</b>	<b>249,380</b>
<b>Cash and cash equivalents at end of year</b>		<b><u>223,968</u></b>	<b><u>206,078</u></b>

The notes on pages 17 to 25 form an integral part of these accounts.

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## **NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2025

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### **1 Accounting Policies**

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

### **2 Basis of accounting**

#### **2.1 Basis of preparation**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts 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 Charities Act 2011.

JET Jobs Education And Training meets the definition of a public benefit entity under FRS 102.

#### **2.2 Preparation of the accounts on a going concern basis**

The charity reported total unrestricted funds at the year-end of £242,358 and has already secured a significant amount of funding for the current year.

The financial statements have been prepared on a going concern basis. In making their assessment the trustees have reviewed and considered relevant information, including their annual budget and future cash flows. The trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern.

### **3 Income**

#### **3.1 Recognition of income**

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability.

#### **3.2 Offsetting**

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

#### **3.3 Grants and donations**

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

## **JET JOBS EDUCATION AND TRAINING**

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### **NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2025

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#### **3.4 Volunteer help**

The value of volunteer help received is not included in the accounts but is described in the trustees' annual report.

#### **3.5 Interest receivable**

Interest on funds held on deposit 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.

#### **3.6 Income from membership subscriptions**

Membership subscriptions received in the nature of a gift are recognised in donations and legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

#### **3.7 Investment gains and losses**

This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

#### **3.8 Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

### **4 Expenditure and liabilities**

#### **4.1 Liability recognition**

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

#### **4.2 Charitable activities**

Expenditure on charitable activities includes the costs of education, training and other activities undertaken to further the purposes of the charity and their associated support costs.

#### **4.3 Governance and support costs**

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

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### **NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2025

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#### **4.4 Irrecoverable VAT**

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

#### **4.5 Creditors**

The charity has creditors which are measured at settlement amounts less any trade discounts.

#### **4.6 Provisions for liabilities**

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

### **5 Assets**

#### **5.1 Tangible fixed assets for use by the charity**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Fixtures fittings and equipment	Straight line over four years
Office and computer equipment	Straight line over four years

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

#### Analysis of income

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<b>6 Donations and legacies</b>					
Donations and gifts	28	-	-	28	-
	<u>28</u>	<u>-</u>	<u>-</u>	<u>28</u>	<u>-</u>
<b>6 Charitable activities</b>					
<u>Income from grants</u>					
Newcastle City Council - White Ribbon	-	-	-	-	2,800
Housing association for BNO	-	-	-	-	2,932
Newcastle City Learning - employment and pastoral support	22,000	-	-	22,000	20,600
Newcastle Fund	-	-	-	-	37,500
North Tyneside Council	-	-	-	-	5,500
Vita Health Group	38,215	-	-	38,215	38,187
The National Lottery	13,800	-	-	13,800	-
Other	5,876	-	-	5,876	6,288
<u>Income from contracts</u>					
Educational Development Trust (NCS)	92,401	-	-	92,401	77,357
Job Centre Plus	-	-	-	-	56,575
Newcastle City Council British Nationals Overseas	12,750	-	-	12,750	49,300
UK Talent Match UKSPF	-	-	101,219	101,219	-
BNO Integration Activities	11,623	-	-	11,623	9,195
Karbon Homes (New Starters)	24,589	-	-	24,589	-
The Wise Group Relational Mentoring Programme	-	-	48,555	48,555	37,269
The Wise Group Relational Mentoring Programme (National Community Lottery Fund)	-	-	131,812	131,812	17,185
	<u>221,254</u>	<u>-</u>	<u>281,586</u>	<u>502,840</u>	<u>360,688</u>
<b>7 Other trading activities</b>					
Wicker Chair					
Venue Hire	264	-	-	264	-
Fareshare LCP City Partnership	9,204	-	-	9,204	-
Café income	14,670	-	-	14,670	12,292
Buffets	5,697	-	-	5,697	3,279
	<u>29,835</u>	<u>-</u>	<u>-</u>	<u>29,835</u>	<u>15,571</u>
<b>8 Income from investments</b>					
Bank interest	5,612	-	-	5,612	5,425
	<u>5,612</u>	<u>-</u>	<u>-</u>	<u>5,612</u>	<u>5,425</u>

Income was £538,315 (2024: £381,684) of which £256,729 was unrestricted or designated (2024: £327,230) and £281,586 was restricted (2024: £54,454).

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

#### Analysis of expenditure on charitable activities

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<b>9 Raising funds</b>					
Café supplies	3,152	-	31	<b>3,183</b>	2,765
Café other costs	687	-	55	<b>742</b>	1,142
Cafe Maintenance and Refurbishment	13,350	-	-	<b>13,350</b>	-
	<u>17,189</u>	<u>-</u>	<u>86</u>	<u><b>17,275</b></u>	<u>3,907</u>
			-		
<b>10 Charitable activities</b>					
<u>Direct costs</u>					
Staff costs	156,543	-	270,151	<b>426,694</b>	331,914
Staff training	965	-	219	<b>1,184</b>	144
Staff travel	1,036	-	1,473	<b>2,509</b>	1,814
Client and volunteer expenses	419	-	2,461	<b>2,880</b>	2,796
Marketing	21	-	-	<b>21</b>	273
Activities and events	904	-	910	<b>1,814</b>	2,131
<u>Support costs</u>					
ICT maintenance and software	4,072	-	1,498	<b>5,570</b>	4,410
Insurance	1,790	-	406	<b>2,196</b>	951
Professional fees	1,486	-	336	<b>1,822</b>	333
Rent and utility costs	354	-	19,745	<b>20,099</b>	17,044
Bank charges	179	-	41	<b>220</b>	202
Stationery and postage	784	-	591	<b>1,375</b>	1,423
Telephone, fax and internet	2,009	-	2,059	<b>4,068</b>	4,200
Other support costs	1,135	-	302	<b>1,437</b>	2,219
Staff well-being	2,015	-	450	<b>2,465</b>	1,442
Depreciation	690	-	-	<b>690</b>	115
<u>Governance costs</u>					
Legal fees	28	-	6	<b>34</b>	35
Independent examiner's fees for reporting on the accounts	1,003	-	227	<b>1,230</b>	1,230
	<u>175,433</u>	<u>-</u>	<u>300,875</u>	<u><b>476,308</b></u>	<u>372,676</u>

Expenditure on charitable activities was £493,583 (2024: £376,583) of which £192,622 was unrestricted or designated (2024: £343,499) and £300,961 was restricted (2024: £33,084).

#### 11 Fees for examination of the accounts

	2025 £	2024 £
Independent examiner's fees for reporting on the accounts	<b>1,230</b>	1,230
	<u><b>1,230</b></u>	<u>1,230</u>

There were no other fees paid to the examiner (2024: £nil).

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

#### 12 Analysis of staff costs and the cost of key management personnel

	2025 £	2024 £
Salaries and wages	382,791	299,607
Social security costs	33,932	24,886
Pension costs (defined contribution pension plan)	7,762	5,851
Redundancy	2,209	-
Sessional costs	-	1,570
	<b>426,694</b>	<b>331,914</b>

No employee received remuneration above £60,000 (2024: nil).

The key management personnel of the charity, comprise the Trustees, and the Chief Executive. The total employee benefits of the key management personnel of the charity were £56,430 (2024: £41,092).

#### 13 Staff numbers

The average monthly head count was 14 staff (2024: 13 staff) and the average monthly number of full-time equivalent employees during the year were as follows:

	2025 Number	2024 Number
The parts of the charity in which the employee's work.		
Charitable activities	13.0	11.5
	<b>13.0</b>	<b>11.5</b>

#### 14 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

##### Trustees' expenses

No trustee expenses have been incurred in the year.

##### Transaction(s) with related parties

There have been no related party transactions in the reporting period.

#### 15 Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The employer's pension costs represent contributions payable by the charity to the fund and amount to £7,762 (2024: £5,851). There was £0 outstanding as at 31 March 2025 (2024: £0).

#### 16 Corporation Taxation

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

**JET JOBS EDUCATION AND TRAINING**

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**NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 March 2025

	Fixtures, fittings and equipment £	Office and computer equipment £	Total £
<b>17 Tangible fixed assets</b>			
<b>Cost</b>			
Balance brought forward	2,150	1,995	<b>4,145</b>
Additions	-	-	-
Disposals	-	-	-
<b>Balance carried forward</b>	<b>2,150</b>	<b>1,995</b>	<b>4,145</b>
<b>Depreciation</b>			
Basis	SL	SL	
Rate	25%	25%	
Balance brought forward	60	55	<b>115</b>
Depreciation charge for year	358	332	<b>690</b>
Disposals	-	-	-
<b>Balance carried forward</b>	<b>418</b>	<b>387</b>	<b>805</b>
<b>Net book value</b>			
<b>Brought forward</b>	<b>2,090</b>	<b>1,940</b>	<b>4,030</b>
<b>Carried forward</b>	<b>1,732</b>	<b>1,608</b>	<b>3,340</b>
<b>18 Debtors and prepayments (receivable within 1 year)</b>			
	<b>2025</b>	<b>2024</b>	
	<b>£</b>	<b>£</b>	
Trade debtors	<b>99,165</b>	63,409	
Other debtors	-	6,800	
	<b>99,165</b>	<b>70,209</b>	
<b>19 Cash at bank and in hand</b>			
	<b>2025</b>	<b>2024</b>	
	<b>£</b>	<b>£</b>	
Bank deposit account	<b>215,418</b>	191,062	
Bank current account	<b>7,751</b>	14,031	
Cash in hand and pre paid card	<b>799</b>	985	
	<b>223,968</b>	<b>206,078</b>	
<b>20 Creditors and accruals (payable within 1 year)</b>			
	<b>2025</b>	<b>2024</b>	
	<b>£</b>	<b>£</b>	
Taxation and social security	<b>7,541</b>	5,921	
Accruals			
Independent examination of accounts	<b>1,230</b>	1,230	
Room hire	<b>344</b>	540	
	<b>9,115</b>	<b>7,691</b>	



## JET JOBS EDUCATION AND TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

#### 21 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

#### 22 Analysis of charitable funds

##### Analysis of movements in unrestricted funds

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
<b>Unrestricted funds</b>					
General unrestricted fund	195,301	256,729	( 192,622 )	( 17,050 )	<b>242,358</b>
Designated funds					
Contingency	57,950	-	-	17,050	<b>75,000</b>
<b>Totals</b>	<b>253,251</b>	<b>256,729</b>	<b>( 192,622 )</b>	<b>-</b>	<b>317,358</b>

##### Purpose of unrestricted funds

General unrestricted fund

The 'free reserves' after allowing for designated funds.

Designated funds

Contingency

To cover potential close down costs of the whole charity.

##### Analysis of movement in restricted funds

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
<b>Restricted funds</b>					
The Wise Group Relational Mentoring Programme	5,786	48,555	( 54,341 )	-	-
The Wise Group Relational Mentoring Programme (National Community Lottery Fund)	13,589	131,812	( 145,401 )	-	-
UK Talent Match UKSPF	-	101,219	( 101,219 )	-	-
<b>Totals</b>	<b>19,375</b>	<b>281,586</b>	<b>( 300,961 )</b>	<b>-</b>	<b>-</b>

##### Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

The Wise Group Relational  
Mentoring Programme

Partnership programme funded by ESF and Big Lottery, managed by Wise Group to help those furthest from the labour market to access employment and improve their skills.

UK Talent Match UKSPF

Programme that works with young people who are out of employment, training, or education to offer intensive support through a dedicated Mentor who will help move them closer to the labour market and connect them with their communities.

## JET JOBS EDUCATION AND TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

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#### 23 Capital commitments

As at 31 March 2025, the charity had no capital commitments (2024 -£nil).

#### 24 Analysis of net assets between funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £
Tangible fixed assets	3,340	-	-	3,340
Cash at bank and in hand	148,968	75,000	-	223,968
Other net current assets/(liabilities)	90,050	-	-	90,050
	<u>242,358</u>	<u>75,000</u>	<u>-</u>	<u>317,358</u>

  

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2024 £
Tangible fixed assets	4,030	-	-	4,030
Cash at bank and in hand	128,753	57,950	19,375	206,078
Other net current assets/(liabilities)	62,518	-	-	62,518
	<u>195,301</u>	<u>57,950</u>	<u>19,375</u>	<u>272,626</u>