

# EDUCATION AND SKILLS DEVELOPMENT GROUP

England & Wales · Charity number 1118721

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [05635779](#)

**Registered** 2007-04-05

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** The Resource Centre  
Featherstone Terrace  
Southall  
UB2 5AL

**Phone** 02085744918

**Email** [info@esdeg.org.uk](mailto:info@esdeg.org.uk)

**Website** [www.esdeg.org.uk](http://www.esdeg.org.uk)

## Activities

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**Objects:** 3. THE CHARITY'S OBJECTS ("THE OBJECTS") ARE;1. TO PROMOTE THE BENEFIT OF SOMALI REFUGEES, ASYLUM SEEKERS, AND OTHER BLACK & MINORITY ETHNIC (BME) COMMUNITIES IN UK, PARTICULARLY CHILDREN AND YOUNG PEOPLE BY;A) THE ADVANCEMENT OF EDUCATION AND TRAINING;B) THE RELIEF OF UNEMPLOYMENT FOR THE BENEFIT OF THE PUBLIC;#C) THE RELIEF OF POVERTY, SICKNESS AND DISTRESS AND THE PROMOTION OF GOOD HEALTH; AND D) THE PROVISION OF RECREATIONAL FACILITIES IN THE INTERESTS OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE. 2. TO ADVANCE THE EDUCATION OF THE PEOPLE IF THE HORN OF AFRICA, IN PARTICULAR BY THE PROVISION OF FACILITIES T IMPROVE SCHOOLS IN THE AREA.

**Activities:** ??? Supplementary school??? Provision of positive activities to the youth;??? luncheon club for the elderly refugees;??? Guidance, mentoring services to young people and their families??? Promotion and integration of refugee families into mainstream services and schools;??? Information, advice and resource centre for matters relating to Somali language and history

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People

## Geography

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- **Area of benefit:** IN THE UK, AND IN THE HORN OF AFRICA.
- Somalia
- Brent
- Ealing
- Hounslow

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-11-30	£495,682	£467,419	-	-
2024-11-30	£541,885	£457,381	£374,575	12
2023-11-30	£462,941	£358,486	-	-
2022-11-30	£322,067	£304,701	-	-
2021-11-30	£281,741	£217,815	-	-

## Trustees

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Name	Role	Appointed
Sham Arun-Qayyum	Chair	2016-10-30
Mohamed ALI NUUR		2021-08-13
TANYA SUSAN WHITE		2024-12-27

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

England & Wales - Charity number 1118721

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# Accounts

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**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Charity Registration Number: 1118721**

**Company number: 05635779**

Annual Report and Financial Statements

**FOR THE YEAR ENDED**

**30 NOVEMBER 2025**

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

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Company number: 05635779

Charity Number: 1118721

Registered Office &  
Business Address: Resource Centre  
Featherstone Terrace  
Southall  
Middlesex, UB2 5AL

Trustees: Dr Sham Qayyum Chairperson  
Ms Tanya White Member  
Khadra Abdillahi Member  
Mohamed Nur Member  
Ms Dee Martin Member

Bankers: HSBC Bank,  
Southall Branch  
1 Regina Road  
Southall, Middlesex  
UB2 5PL

Independent examiner: Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Directors' and Trustees' Report**  
**For the 12 months ended 30 November 2025**

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2025, which comply with relevant law and good practice including Accounting and Reporting by Charities: Statements 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).

**OUR PURPOSE AND OBJECTS**

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall, Greater London. ESDEG provides valuable services to over 1500 families, children, young people every year, including through three supplementary schools in Southall, Northolt and Brent; employability and training for youth and women, mentoring children and young people, services for SEND children and their families including short breaks/respite, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

**Objects:**

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and promotion of good health and well-being
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

**LEGAL STRUCTURE:**

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

## **OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2025, which includes, among other things, the activities below.

### **Supplementary School Teaching**

We delivered weekly supplementary classes in Maths and English in schools in Southall, Northolt, and Brent to children studying from Key Stage 1 to 4; as well as extra-curricular activities for pupils that have focused on developing self-esteem and confidence, aspiration, and core skills to enable young people to succeed.

Our activities are aimed to reduce the attainment gap between refugee-heritage and other disadvantaged children and their peers, helped children develop key soft skills and support parents to foster better working relationship with schools. This helps parents to work in partnership with school teachers which helps children achieve their full potential.

### **Mentoring, and STEM project**

We mentored children from six Primary schools in West London (Blair peach Primary School, Durdan's Park Primary School, Viking Primary School, Gifford primary school, Petts hill primary school and Vincent primary school) and four secondary schools (Villiers High School and Brentside High School and Northolt High school and Greenford High school).

Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration. In addition to mentoring this project also includes technology workshops designed to inspire children for future career in STEM by enabling them access to the use and design of robotics. This project is funded by the **National Lottery and Great Western Rail**.

### **SEND Project**

We provided support to families and children affected by special educational needs and disabilities. Our work helped families to overcome challenges associated with gaining a SEND diagnosis, and/or EHC plan, and helped them to better support their child. Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights. In addition to support for families and children we also run short breaks or respite for children with SEND, this provides activities suited to needs of children with SEND while providing much needed respite to parents. This project is funded by **Esme Fairbairn and Henry Smith Charity**.

### **Counselling Project**

We provided children and their family members with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our qualified counsellor helped them to cope with a range of challenges from intergenerational conflict to mitigating the impact of Covid-19 and enabled them to access mainstream services as required. This project is funded by **Esme Fairbairn and Henry Smith Charity**

### **Healthy Eating and Positive Lifestyles Project**

We provided activities for girls and women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating, and exercise. As required participants were enabled and sign-posted to relevant NHS services that they needed. We also supported participants to socialise and develop targeted skills that enabled them to achieve their aspirations.

### **ESOL Classes Project**

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants improve their functional skills, gain confidence and enabled them to interact positively with people from different communities.

### **Refugee Elders Luncheon Club**

We delivered a weekly luncheon club to elderly people including from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering. This project is funded from ESDEG's own resources.

### **Home school liaison Project.**

This a pilot project aimed to tackle disproportionately high number of school exclusions in mainly black heritage boys in Ealing. This is an intervention to help close the gap between mainstream schools and recent migrant communities. The project runs workshops for parents to educate them on British curriculum and school behavior policies. Similar initiatives are also in place to run cultural competency sessions for school teachers and management.

### **Welfare Advice and Guidance Project**

We provided one to one and group support to service users as regards welfare benefit and housing, hospital appointments, energy and council tax payment plans, and any other issues they may have had that was preventing them from thriving.

### **Core costs:**

**Garfield Weston Foundation**, provided core costs funding to ESDEG for the first time this helps us a lot in strengthening our governance, monitoring and evaluation of our services as well as to improve our networking and partnerships.

### **Other activities**

As a hub for community services and activity, we delivered a number of other activities in the form of workshops, collaborative events, to help integration, civic participation and for people in the community to know their rights.

### **Public benefit statement**

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

### **FINANCIAL REVIEW**

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2025.

### **Risk management**

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

### **Reserve policy:**

The charity currently operates with unrestricted reserves of £. The Trustees have set a target of £ unrestricted reserve which equals to approximately 6 months of operational expenditure.

### **Trustees Responsibilities:**

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,
3. State whether the policies adopted are in accordance with the Charities Act, and
4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the regulations and are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Funding**

We would like to thank our funders which includes John Lyon's Charity, National Lottery, Esme Fairbairn, BBC Children in Need, Young Ealing Foundation, People's Health Trust, LB Ealing, BME Health Forum, Edward Goslin, Greater London Authority, Garfield Weston Foundation, Henry Smith Charity, Great Western Rail and NHS.

**STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER**

In accordance with Company Law, the Companies Directors certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company, they have taken all the steps that they ought to have taken in
  - order to make themselves aware of any relevant audit information and to establish that the
  - charity's auditors are aware of that information.

**INDEPENDENT EXAMINER**

Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

appointed as the charity's independent examiner during the year ended 30<sup>th</sup> November 2025.

This report was approved by the board and signed on its behalf by:

**Chairperson: Dr Sham Qayyum**

**Date: 30/04/2026**



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Independent examiner's report**

#### **For the year ended 30 November 2025**

I report on the accounts of the charity for the year ended 30 November 2025, which are set out on pages 7 to 12.

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

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

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 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

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

My examination was carried out in accordance with the 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 you as 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.

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Independent examiner's report (Continued)**

**For the year ended 30 November 2025**

***Independent examiner's statement***

In connection with my examination, no matter has come to my attention, which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;



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Mr A Hussein  
Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

**Date: 30/04/2026**

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**STATEMENT OF FINANCIAL ACTIVITIES**

**(Incorporating an Income and Expenditure Account)**

**YEAR ENDED 30 NOVEMBER 2025**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	2025 £	2025 £	2025 £	2024 £
<b>Income from</b>					
Charitable Activities & Grants		64,350	431,332	495,682	541,885
<b>TOTAL INCOMING RESOURCES</b>	2	<b>64,350</b>	<b>431,332</b>	<b>495,682</b>	<b>541,885</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		45,663	410,964	456,626	442,100
Support Costs		-	9,352	9,352	13,842
Governance		-	1,440	1,440	1,440
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>45,663</b>	<b>421,756</b>	<b>467,418</b>	<b>457,382</b>
<b>Net income</b>		18,688	9,576	28,264	84,504
<b>Funds brought forward</b>		72,333	302,242	374,575	290,071
<b>Net movement in funds and fund balances carried forward at 30 November 2025</b>	10	<b>91,021</b>	<b>311,818</b>	<b>402,839</b>	<b>374,575</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**BALANCE SHEET**  
**As at 30 NOVEMBER 2025**

	Notes	2025 £	2025 £	2024 £	2024 £
<b>Current Assets</b>					
Cash at bank and in hand	8	594,542		538,405	
Trade debtors		<u>13,173</u>		<u>6,450</u>	
<b>Total Current Assets</b>		607,715		544,855	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	9	<u>(204,876)</u>		<u>(170,280)</u>	
<b>Total assets less current liabilities</b>			<u><b>402,839</b></u>		<u><b>374,575</b></u>
			<u>402,839</u>		<u>374,575</u>
<b>Financed by:</b>					
Balance for the year			28,264		290,071
Balance brought forward			<u>374,575</u>		<u>84,504</u>
<b>Charity Reserve Funds</b>	<b>10</b>		<u><b>402,839</b></u>		<u><b>374,575</b></u>

The financial statements on pages 12 to 18 were approved by the trustees, and authorised for issue on ....30/04/2026..... and signed on their behalf by: .....Dr Sham Qayyum.....



Dr. Sham Qayyum  
Chairman

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Notes to the accounts (Continued)**

**For the year ended 30 November 2025**

#### **1. Accounting policies**

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

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" (2005), the Companies Act 2006 and applicable United Kingdom accounting standards.

##### **Company status**

The Charity is a company limited by guarantee. The members of the Company are the Trustees named on page 2. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

##### **Cash flow statement**

Under Financial Reporting Standard (FRS) 1 the Charity is exempt from the requirement to prepare a cash flow statement on the grounds that a parent undertaking includes the Charity in its own published consolidated financial statements.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in Note 2.

Investment income and gains are allocated to the appropriate fund.

##### **Incoming resources**

All incoming resources are included in the Statement of Financial Activities (SOFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The donation income where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of entitlement, its recognition is deferred and included in creditors. Where entitlement occurs before income being received, the income is accrued.

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Notes to the accounts (Continued)**

**For the year ended 30 November 2025**

#### **Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource

Community project costs are those costs incurred directly in support of the objects of the Charity. The community project costs include other support costs incurred in support of the objects of the Charity. Governance costs are those incurred in connection with governance arrangement of the Charity, which relate to the general running of the Charity and compliance with constitutional and statutory requirements. The basis of allocation for support costs and governance costs has been explained in Note 3.

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts (Continued)**

**For the year ending 30 November 2025**

**2. Grants & Donations**

	2025 £	2025 £	2025 £	2024 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
BBC Children in need	-	3,300	3,300	49,997
Garfield Weston Foundation	-	20,000	20,000	-
Barnados	-	333	333	1,667
BME Health Forum	-	5,750	5,750	7,536
Ealing Young Foundation	-	5,650	5,650	20,570
Esmee Fairbairn	-	45,342	45,342	83,267
Charitable Activities	64,350	-	64,350	47,015
Groundwork London	-	3,000	3,000	5,000
Great West Rail	-	32,179	32,179	8,670
Greater London Auth	-	33,484	33,484	36,602
John Lyon's Charity	-	76,600	76,600	98,000
LB Ealing	-	23,850	23,850	39,349
National Lottery	-	78,748	78,748	75,015
Send-King's College	-	2,250	2,250	-
People's Health Trust	-	5,232	5,232	13,076
The Henry Smith	-	43,760	43,760	10,000
Ealing Parent Carer Champion	-	6,454	6,454	-
Manly TST Tromanly Trust	-	4,000	4,000	4,000
Household Support Grant	-	17,850	17,850	-
Race Equality Parent Support Grant	-	11,250	11,250	12,500
VRU	-	12,300	12,300	3,500
Northolt Partnership Project	-	-	-	121
YMCA	-	-	-	6,000
NHS	-	-	-	5,000
Foyle Foundation	-	-	-	15,000
<b>Total Incoming Resources</b>	<b>64,350</b>	<b>431,332</b>	<b>495,682</b>	<b>541,885</b>

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### Notes to the Accounts (Continued)

For the year ending 30 November 2024

#### 4. Direct Charitable Expenditure

	2024 £	2025 £	2025 £	2024 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Salaries and wages	-	280,000	280,000	280,430
Seasonal Tutors	-	32,115	32,115	26,081
National Insurance Contribution & Income Tax	-	28,291	28,291	20,321
Employer Pension	-	2,898	2,898	2,751
Rent Rates, Venue Hire & Utilities	-	21,725	21,725	6,642
Printing and stationary	-	1,709	1,709	588
Training Expenses	-	2,050	2,050	3,418
Charitable Activities	45,663	12,013	57,676	77,408
Volunteers Expenses	-	1,403	1,403	1,920
Learning Resources	-	3,101	3,101	-
Telephone, Fax & Internet	-	5,331	5,331	1,726
Trips & Holiday Activities	-	4,708	4,708	323
Capacity building & Fundraising cost	-	11,465	11,465	5,650
Consultancy	-	4,156	4,155.64	3,629
<b>Total Direct Charitable cost</b>	<b>45,663</b>	<b>410,964</b>	<b>456,627</b>	<b>430,885</b>
<b>5. Support Cost</b>				
Bank charges & Insurance	-	1,506	1,506	1,649
Admin & office Expenses	-	7,846	7,846	23,408
<b>Total Support cost</b>	<b>-</b>	<b>9,352</b>	<b>9,352</b>	<b>25,057</b>
<b>6. Governance cost</b>				
Accountancy fee	-	1,440	1,440	1,440
<b>Total Governance cost</b>	<b>-</b>	<b>1,440</b>	<b>1,440</b>	<b>1,440</b>
<b>Total Resources Expended</b>	<b>45,663</b>	<b>421,756</b>	<b>467,419</b>	<b>457,381</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2025**

Operating Surplus is stated after charging

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Accountancy fee	1,440	1,440
	<u><b>1440</b></u>	<u><b>1,440</b></u>

**7. Staff Remuneration**

The trustees did not receive any remuneration during the year; other staff cost was as follows

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Gross Wages and benefits in kinds	280,000	280,430
Season tutors	32,115	26,081
NI Contribution & Income Tax	<u>28,291</u>	<u>20,321</u>
<b>Total</b>	<u><b>340,406</b></u>	<u><b>326,832</b></u>

<b>Number of Employees</b>	<b>2025</b>	<b>2024</b>
	<u>17</u>	<u>15</u>
	<u><b>17</b></u>	<u><b>15</b></u>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2025**

**8. Cash Balance**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Cash in hand and Bank	594,542	538,405
<b>Total</b>	<b><u>594,542</u></b>	<b><u>538,405</u></b>

**9. Trade debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade Debtors	13,173	6,450
	<b><u>13,173</u></b>	<b><u>6,450</u></b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2025**

**10. CREDITORS: amounts falling due within one year**

	2025	2024
	£	£
Accrued Income	204,876	170,280
	<u>204,876</u>	<u>170,280</u>

<b><u>Breakdown</u></b>	2025	2024
	£	£
YMCA	-	-
Ealing Council, Household grant	17,850	23,850
Greater London		9,000
National Lottery	31,000	10,200
John Lyon's Charity	79,200	50,200
Esme Fairbairn	56,826	26,400
BBC Children in Need	-	23,300
The Henry Smith	10,000	10,000
Gear West Rail	10,000	17,330
Total	<u>204,876</u>	<u>170,280</u>

**10. STATEMENT OF FUNDS**

	Bal b/f			Bal C/f	
	2024	Income	Expenditure	2025	2024
	£	£	£	£	£
<b>Unrestricted Funds</b>					
Current year movement	72,333	64,350	45,663	91,021	72,333
<b>Restricted funds:</b>					
Current year movement	302,242	431,332	421,756	311,818	302,242
<b>Total funds</b>	<u>374,575</u>	<u>495,682</u>	<u>467,418</u>	<u>402,839</u>	<u>374,575</u>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

England & Wales - Charity number 1118721

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# Accounts

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**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Charity Registration Number: 1118721**

**Company number: 05635779**

Annual Report and Financial Statements

**FOR THE YEAR ENDED 30 NOVEMBER 2024**

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**EDUCATION AND SKILLS DEVELOPMENT GROUP**

Legal and Administrative Information

For the year ended 30 November 2024

Status: Registered Charity & Company Limited by Guarantee

Company number: 05635779

Charity Number: 1118721

Registered Office &  
Business Address: Resource Centre  
Featherstone Terrace  
Southall  
Middlesex, UB2 5AL

Trustees:	Dr Sham Qayyum	Chairperson
	Ms Yasmin Irrobeh	Member
	Ms Tanya White	Member
	Mohamed Nur	Member
	Rosita Caspersz	Member
	Khadra Abdillahi	Member

Bankers: HSBC Bank,  
Southall Branch  
1 Regina Road  
Southall, Middlesex  
UB2 5PL

Independent examiner: Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report... Continued  
For the 12 months ended 30 November 2024

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2024, which comply with relevant law and good practice including Accounting and Reporting by Charities: Statements 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).

### **OUR PURPOSE AND OBJECTS**

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall, Greater London. ESDEG provides valuable services to over 1500 families, children, young people every year, including through three supplementary schools in Southall, Northolt and Brent; employability and training for youth and women, mentoring children and young people, services for SEND children and their families including short breaks/respite, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

#### **Objects:**

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and promotion of good health and well-being
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

#### **LEGAL STRUCTURE:**

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

### **OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2024, which includes, among other things, the activities below.

#### **Supplementary School Teaching**

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report... continued

For the 12 months ended 30 November 2024

We delivered weekly supplementary classes in Maths and English in schools in Southall, Northolt, and Brent to children studying from Key Stage 1 to 4; as well as extra-curricular activities for pupils that have focused on developing self-esteem and confidence, aspiration, and core skills to enable young people to succeed.

Our activities are aimed to reduce the attainment gap between refugee-heritage and other disadvantaged children and their peers, helped children develop key soft skills and support parents to foster better working relationship with schools. This helps parents to work in partnership with school teachers which helps children achieve their full potential.

### **Mentoring, and STEM project**

We mentored children from six Primary schools in West London (Blair peach Primary School, Durdan's Park Primary School, Viking Primary School, Gifford primary school, Petts hill primary school and Vincent primary school) and four secondary schools (Villiers High School and Brentside High School and Northolt High school and Greenford High school).

Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration. In addition to mentoring this project also includes technology workshops designed to inspire children for future career in STEM by enabling them access to the use and design of robotics. This project is funded by the **National Lottery and Great Western Rail**.

### **SEND Project**

We provided support to families and children affected by special educational needs and disabilities. Our work helped families to overcome challenges associated with gaining a SEND diagnosis, and/or EHC plan, and helped them to better support their child. Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights. In addition to support for families and children we also run short breaks or respite for children with SEND, this provides activities suited to needs of children with SEND while providing much needed respite to parents. This project is funded **by Esme Fairbairn and Henry Smith Charity**.

### **Counselling Project**



We provided children and their family members with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our qualified counsellor helped them to cope with a range of challenges from intergenerational conflict to mitigating the impact of Covid-19 and enabled them to access mainstream services as required. This project is funded by **Esme Fairbairn and Henry Smith Charity**.

### **Healthy Eating and Positive Lifestyles Project**

We provided activities for girls and women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating, and exercise. As required participants were enabled and sign-posted to relevant NHS services that they needed. We also supported participants to socialise and develop targeted skills that enabled them to achieve their aspirations.

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report... continued  
For the 12 months ended 30 November 2024

### **ESOL Classes Project**

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities.

### **Refugee Elders Luncheon Club**

We delivered a weekly luncheon club to elderly people including from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering. This project is funded by **Peoples Health Trust**

### **Home school liaison Project.**

This a pilot project aimed to tackle disproportionately high number of school exclusions in mainly black heritage boys in Ealing. This is an intervention to help close the gap between mainstream schools and recent migrant communities. The project runs workshops for parents to educate them on British curriculum and school behavior policies. Similar initiatives are also in place to run cultural competency sessions for school teachers and management.

### **Welfare Advice and Guidance Project**

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report... continued  
For the 12 months ended 30 November 2024

We provided one to one and group support to service users as regards welfare benefit and housing, hospital appointments, energy and council tax payment plans, and any other issues they may have had that was preventing them from thriving.

### **Core costs:**

**Garfield Weston Foundation**, provided core costs funding to ESDEG for the first time this helps us a lot in strengthening our governance, monitoring and evaluation of our services as well as to improve our networking and partnerships.

### **Other activities**

As a hub for community services and activity, we delivered a number of other activities in the form of workshops, collaborative events, to help integration, civic participation and for people in the community to know their rights.

### **Public benefit statement**

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

## **FINANCIAL REVIEW**

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2024.

### **Risk management**

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

### **Reserve policy:**

The charity currently operates with unrestricted reserves of £72,333. The Trustees have set a target of £85,000 unrestricted reserve which equals to approximately 6 months of operational expenditure of charity's essential services.

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report... continued  
For the 12 months ended 30 November 2024

### **Trustees Responsibilities:**

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period.

In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,
3. State whether the policies adopted are in accordance with the Charities Act, and
4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the regulations and are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Funding**

We would like to thank our funders which includes John Lyon's Charity, National Lottery, Esme Fairbairn, BBC Children in Need, Young Ealing Foundation, People's Health Trust, LB Ealing, BME Health Forum, Edward Goslin, Greater London Authority, Garfield Weston Foundation, Henry Smith Charity, Great Western Rail and NHS.

### **STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER**

In accordance with Company Law, the Companies Directors certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company, they have taken all the steps that they ought to have taken in
  - order to make themselves aware of any relevant audit information and to establish that the
  - charity's auditors are aware of that information.

### **INDEPENDENT EXAMINER**

Optmark Accountants Ltd  
5 Mitcham Lane, London, SW16 6LG

appointed as the charity's independent examiner during the year ended 30<sup>th</sup> November 2024.

This report was approved by the board and signed on its behalf by:

**Chairperson: Dr Sham Qayyum**

**Date: 09/12/2024**



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Independent examiner's report (Continued)**

#### **For the year ended 30 November 2024**

I report on the accounts of the charity for the year ended 30 November 2024, which are set out on pages 7 to 12.

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

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

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 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

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

My examination was carried out in accordance with the 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 you as 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.

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Independent examiner's report (Continued)**

**For the year ended 30 November 2024**

***Independent examiner's statement***

In connection with my examination, no matter has come to my attention, which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;



**Date: 04/03/2025**

-----  
Mr A Hussein  
Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)

YEAR ENDING 30 NOVEMBER 2024

	Note	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
<b>Income from</b>					
Charitable Activities & Grants		47,015	494,870	541,885	462,941
<b>TOTAL INCOMING RESOURCES</b>	2	<b>47,015</b>	<b>494,870</b>	<b>541,885</b>	<b>462,941</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		11,215	430,885	442,100	347,422
Support Costs		3,903	9,939	13,842	9,624
Governance		-	1,440	1,440	1,440
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>15,118</b>	<b>442,263</b>	<b>457,381</b>	<b>358,486</b>
<b>Net income</b>		31,897	52,607	84,504	104,455
<b>Funds brought forward</b>		104,455	185,616	290,071	185,616
<b>Net movement in funds and fund balances carried forward at 30 November 2024</b>	10	<b>136,352</b>	<b>238,222</b>	<b>374,575</b>	<b>290,071</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**BALANCE SHEET**  
**As at 30 NOVEMBER 2024**

	Notes	2024 £	2024 £	2024 £	2023 £
<b>Current Assets</b>					
Cash at bank and in hand	8	538,405		-	
Trade debtors		<u>6,450</u>		<u>428,272</u>	
<b>Total Current Assets</b>		544,855		428,272	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	9	<u>(170,280)</u>		<u>(138,200)</u>	
<b>Total assets less current liabilities</b>			<u><b>374,575</b></u>		<u><b>290,072</b></u>
			<u>374,575</u>		<u>290,072</u>
<b>Financed by:</b>					
Balance for the year			290,071		185,616
Balance brought forward			<u>84,504</u>		<u>104,455</u>
<b>Charity Reserve Funds</b>	<b>10</b>		<u><b>374,575</b></u>		<u><b>290,071</b></u>

The financial statements on pages 12 to 18 were approved by the trustees, and authorised for issue on ..04/03/2025..... and signed on their behalf by:

Dr. Sham Qayyum  
Chairman



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Notes to the accounts (Continued)**

**For the year ended 30 November 2024**

#### **1. Accounting policies**

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

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" (2005), the Companies Act 2006 and applicable United Kingdom accounting standards.

##### **Company status**

The Charity is a company limited by guarantee. The members of the Company are the Trustees named on page 2. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

##### **Cash flow statement**

Under Financial Reporting Standard (FRS) 1 the Charity is exempt from the requirement to prepare a cash flow statement on the grounds that a parent undertaking includes the Charity in its own published consolidated financial statements.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in Note 2.

Investment income and gains are allocated to the appropriate fund.

##### **Incoming resources**

All incoming resources are included in the Statement of Financial Activities (SOFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The donation income where related to performance and specific

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the accounts (Continued)**

**For the year ended 30 November 2024**

deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of entitlement, its recognition is deferred and included in creditors. Where entitlement occurs before income being received, the income is accrued.

**Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resource

Community project costs are those costs incurred directly in support of the objects of the Charity. The community project costs include other support costs incurred in support of the objects of the Charity. Governance costs are those incurred in connection with governance arrangement of the Charity, which relate to the general running of the Charity and compliance with constitutional and statutory requirements. The basis of allocation for support costs and governance costs has been explained in Note 3.

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### Notes to the Accounts (Continued)

For the year ending 30 November 2024

#### 2. Grants & Donations

	2024 £	2024 £	2024 £	2023 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
BBC Children in need	-	39,997	39,997	41,265
Garfield Weston Foundation	-	10,000	10,000	-
Barnados	-	1,667	1,667	58,400
BME Health Forum	-	7,536	7,536	12,953
Ealing Young Foundation	-	20,570	20,570	15,850
Esmee Fairbairn	-	83,267	83,267	-
Fees and Donation	47,015	-	47,015	42,607
Foyle Foundation	-	15,000	15,000	28,075
Groundwork London	-	5,000	5,000	-
Great Wes Rail	-	8,670	8,670	5,000
Greater London Auth	-	36,602	36,602	1740
John Lyon's Charity	-	98,000	98,000	72,396
LB Ealing	-	39,349	39,349	2,700
National Lottery	-	75,015	75,015	666
NHS	-	5,000	5,000	-
People's Health Trust	-	13,076	13,076	20,000
Small Grants	-	-	-	11,000
The Henry Smith	-	10,000	10,000	5,500
YMCA	-	6,000	6,000	5,000
Manly TST Tromanly Trust	-	4,000	4,000	5,000
Northolt Partnership Project	-	121	121	29,629
Race Equality Parent Support Grant	-	12,500	12,500	3,000
VRU	-	3,500	3,500	95,660
Thomas Baily	-	-	-	6,500
<b>Total Incoming Resources</b>	<b>47,015</b>	<b>494,870</b>	<b>541,885</b>	<b>462,941</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts (Continued)**

**For the year ending 30 November 2024**

**4. Direct Charitable Expenditure**

	2024	2024	2024	2023
	£	£	£	£
	Unrestricted	Restricted	Total Funds	Total
	Funds	Funds	Total Funds	Funds
Salaries and wages	-	280,430	280,430	190,888
Seasonal Tutors	-	26,081	26,081	21,496
National Insurance Contribution & Income Tax	-	20,321	20,321	43,133
Employer Pension	-	2,751	2,751	8,024
Rent Rates, Venue Hire & Utilities	-	6,642	6,642	17,646
Printing and stationary	-	588	588	5,134
Training Expenses	-	3,418	3,418	-
Charitable Activities	-	77,408	77,408	51,650
Volunteers Expenses	-	1,920	1,920	2,000
Learning Resources	-	-	-	439
Telephone, Fax & Internet	-	1,726	1,726	1,526
Trips & Holiday Activities	-	323	323	4,215
Capacity building & Fundraising cost	-	5,650	5,650	5,368
Consultancy	-	3,629	3,629	1,270
<b>Total Direct Charitable cost</b>	<b>-</b>	<b>430,885</b>	<b>430,885</b>	<b>352,790</b>

**5. Support Cost**

Bank charges & Insurance	1,512	136	1,649	551
Admin & office Expenses	13,606	9,802	23,408	3,705
<b>Total Support cost</b>	<b>15,118</b>	<b>9,939</b>	<b>25,057</b>	<b>4,256</b>

**6. Governance cost**

Accountancy fee	-	1,440	1,440	1,440
<b>Total Governance cost</b>	<b>-</b>	<b>1,440</b>	<b>1,440</b>	<b>1,440</b>

<b>Total Resources Expended</b>	<b>15,118</b>	<b>442,263</b>	<b>457,381</b>	<b>358,486</b>
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**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2024**

Operating Surplus is stated after charging

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Accountancy fee	1,440	1,440
	<u><b>1440</b></u>	<u><b>1,440</b></u>

**7. Staff Remuneration**

The trustees did not receive any remuneration during the year, other staff cost was as follows

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Gross Wages and benefits in kinds	280,430	189,189
Season tutors	26,081	24,496
NI Contribution & Income Tax	<u>20,321</u>	<u>43,133</u>
<b>Total</b>	<u><b>326,831</b></u>	<u><b>256,818</b></u>

<b>Number of Employees</b>	<b>2024</b>	<b>2023</b>
	<u>15</u>	<u>9</u>
	<u><b>15</b></u>	<u><b>9</b></u>

**8. Cash Balance**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Cash in hand and Bank	<u>538,405</u>	<u>428,272</u>
<b>Total</b>	<u><b>538,405</b></u>	<u><b>428,272</b></u>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

Notes to the Accounts...continued

For the year ending 30 November 2024

**9. Trade debtors**

	<b>2024</b>	<b>2023</b>
	£	£
Trade Debtors	6,450	-
	<u><b>6,450</b></u>	<u>-</u>

**10. Trade Creditors**

	<b>2024</b>	<b>2023</b>
	£	£
Accrued Income	170,280	138,200
	<u><b>170,280</b></u>	<u><b>138,200</b></u>

**Breakdown**

	<b>2024</b>	<b>2023</b>
	£	£
YMCA	-	6,000
L B Ealing	23,850	18,100
Foyle Foundation	-	15,000
Greater London	9,000	9,000
National Lottery	10,200	10,200
John Lyon's Chariry	50,200	50,200
Esme Fairbairn	26,400	26,400
BBC Children in Need	3,300	3,300
Garfield Weston Foundation	20,000	
The Henry Smith	10,000	-
Gear West Rail	17,330	-
Total	<u><b>170,280</b></u>	<u><b>138,200</b></u>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2024**

**10. STATEMENT OF FUNDS**

	Bal b/f			Bal C/f	
	2024	Income	Expenditure	2024	2023
	£	£	£	£	£
<b>Unrestricted Funds</b>					
Current year movement	40,436	47,015	15,118	72,333	40,436
<b>Restricted funds:</b>					
Current year movement	249,635	494,870	442,263	302,242	249,635
<b>Total funds</b>	<b>290,071</b>	<b>541,885</b>	<b>457,381</b>	<b>374,575</b>	<b>290,071</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

England & Wales - Charity number 1118721

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# Accounts

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**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Charity Registration Number: 1118721**

**Company number: 05635779**

Annual Report and Financial Statements

**FOR THE YEAR ENDED**

**30 NOVEMBER 2023**

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

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Company number: 05635779

Charity Number: 1118721

Registered Office &  
Business Address: Resource Centre  
Featherstone Terrace  
Southall  
Middlesex, UB2 5AL

Trustees:

Dr Sham Qayyum	Chairperson
Ms Hafsa Hajir	Secretary
Ms Yasmin Irrobeh	Member
Ms Tanya White	Member
Ms Chariklia Tripolitaki	Member
Ms Surinder Lall	Member
Mohamed Nur (13/08/2021)	Member

Bankers: HSBC Bank,  
Southall Branch  
1 Regina Road  
Southall, Middlesex  
UB2 5PL

Independent examiner: Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report

For the 12 months ended 30 November 2023

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2023, which comply with relevant law and good practice including Accounting and Reporting by Charities: Statements 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).

### **OUR PURPOSE AND OBJECTS**

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall, Greater London. ESDEG provides valuable services to over 1500 families, children, young people every year, including through three supplementary schools in Southall, Northolt and Brent; employability and training for youth and women, mentoring children and young people, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

#### **Objects:**

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and promotion of good health and well-being
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

#### **LEGAL STRUCTURE:**

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

### **OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2023, which includes, among other things, the activities below.

#### **Supplementary School Teaching**

We delivered weekly supplementary classes in Maths and English in schools in Southall, Northolt, and Brent to children studying from Key Stage 1 to 4; as well as extra-curricular activities for pupils



that have focused on developing self-esteem and confidence, aspiration, and core skills to enable young people to succeed.

Our activities are aimed to reduce the attainment gap between refugee-heritage and other disadvantaged children and their peers, helped children develop key soft skills and support parents to foster better working relationship with schools. This helps parents to work in partnership with school teachers which helps children achieve their full potential.

### **Mentoring, and tackling school exclusion Project**

We mentored children from three Primary schools in West London (Featherstone Primary School, Durdan's Park Primary School, and Viking Primary School) and three secondary schools (Villiers High School and Brentside High School and Northolt High school).

Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration. This project is funded by the National Lottery.

The Youth Endowment Fund is one organization that is investing in multi-site trials to find out what works to prevent children getting involved in violence. They are currently running multi-site trials to test two practices that are commonly delivered by grassroots organizations – hospital navigators and mentoring"

We have been selected (with 19 other organisations) to participate in multi-site trials of practice in partnership with: the community, the Centre For Evidence and Implementation, The Centre For Youth Impact and Bryson Purdon Social Research to test an innovative approach to evaluation: multi-site trials of practice. We were selected because we are skilled and experienced in providing one to one mentoring support to young people aged 10-14. Taking part in a study of that scale on the cutting edge of social research will benefit ESDEG as we will learn more from the community, from researchers and from other organisation through our shared practice.

### **SEND Project**

We provided support to families and children affected by special educational needs and disabilities. Our work helped families to overcome challenges associated with gaining a SEND diagnosis, and/or EHC plan, and helped them to better support their child. Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights. This project is funded by Esme Fairbairn.

### **Counselling Project**

We provided children and their family members with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our qualified counsellor helped them to cope with a range of challenges from intergenerational conflict to mitigating the impact of Covid-19 and enabled them to access mainstream services as required. This project is funded by Esme Fairbairn

### **Healthy Eating and Positive Lifestyles Project**



We provided activities for girls and women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating, and exercise. As required participants were enabled and sign-posted to relevant NHS services that they needed. We also supported participants to socialise and develop targeted skills that enabled them to achieve their aspirations.

### **ESOL Classes Project**

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities.

### **Refugee Elders Luncheon Club**

We delivered a weekly luncheon club to elderly people including from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering. This project is funded by Peoples Health Trust

### **Welfare Advice and Guidance Project**

We provided one to one and group support to service users as regards welfare benefit and housing, hospital appointments, energy and council tax payment plans, and any other issues they may have had that was preventing them from thriving.

#### **Core costs:**

**Garfield Weston Foundation**, provided core costs funding to ESDEG for the first time this helps us a lot in strengthening our governance, monitoring and evaluation of our services as well as to improve our networking and partnerships.

### **Other activities**

As a hub for community services and activity, we delivered a number of other activities in the form of workshops, collaborative events, to help integration, civic participation and for people in the community to know their rights.

### **Public benefit statement**

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

### **FINANCIAL REVIEW**

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2023.

### **Risk management**

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

### **Reserve policy:**

The charity currently operates with unrestricted reserves of £40,436 The Trustees have set a target of £45,000 unrestricted reserve which equals to approximately 6 months of operational expenditure.

### **Trustees Responsibilities:**

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,
3. State whether the policies adopted are in accordance with the Charities Act, and
4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the regulations and are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Funding**

We would like to thank our funders which includes John Lyon's Charity, Foyle Foundation, National Lottery, Esme Fairbairn, BBC Children in Need, Young Ealing Foundation, Awards for All, People's Health Trust, Centre for Youth Impact, LB Ealing, BME Health Forum, Edward Goslin, Greater London Authority, Garfield Weston Foundation and NHS.

### **STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER**

In accordance with Company Law, the Companies Directors certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company, they have taken all the steps that they ought to have taken in

- order to make themselves aware of any relevant audit information and to establish that the
- charity's auditors are aware of that information.

**INDEPENDENT EXAMINER**

Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

appointed as the charity's independent examiner during the year ended 30<sup>th</sup> November 2023.

This report was approved by the board and signed on its behalf by:

**Chairperson: Dr Sham Qayyum**

**Date: 07/02/2024**



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Independent examiner's report**

#### **For the year ended 30 November 2023**

I report on the accounts of the charity for the year ended 30 November 2023, which are set out on pages 7 to 12.

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

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

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 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

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

My examination was carried out in accordance with the 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 you as 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.

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Independent examiner's report (Continued)**

**For the year ended 30 November 2023**

***Independent examiner's statement***

In connection with my examination, no matter has come to my attention, which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;



-----  
Mr A Hussein  
Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

**Date: 07/02/2024**

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**STATEMENT OF FINANCIAL ACTIVITIES**

**(Incorporating an Income and Expenditure Account)**

**YEAR ENDED 30 NOVEMBER 2023**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2023	2023	2023	2022
	Note	£	£	£	£
<b>Income from</b>					
Charitable Activities		28,075	434,866	462,941	322,067
Grants		-	-	-	-
<b>TOTAL INCOMING RESOURCES</b>	2	<b>28,075</b>	<b>434,866</b>	<b>462,941</b>	<b>322,067</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		8,892	338,530	347,422	294,726
Support Costs		7,674	1,950	9,624	8,536
Governance		-	1,440	1,440	1,440
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>16,566</b>	<b>341,919</b>	<b>358,486</b>	<b>304,701</b>
<b>Net income</b>		11,509	92,947	104,455	17,366
<b>Funds brought forward</b>		17,366	168,250	185,616	168,250
<b>Net movement in funds and fund balances carried forward at 30 November 2023</b>	10	<b>28,874</b>	<b>261,197</b>	<b>290,071</b>	<b>185,616</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**BALANCE SHEET**  
**As at 30 NOVEMBER 2023**

	Notes	2023 £	2023 £	2022 £	2022 £
<b>Current Assets</b>					
Cash at bank and in hand	8	428,272		257,096	
<b>Total Current Assets</b>		<u>428,272</u>		<u>257,096</u>	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	9	(138,200)		(71,480)	
<b>Total assets less current liabilities</b>			<u>290,072</u>		<u>185,616</u>
			<u>290,072</u>		<u>185,616</u>
<b>Financed by:</b>					
Balance for the year			185,616		168,250
Balance brought forward			104,455		17,366
<b>Charity Reserve Funds</b>	10		<u>290,071</u>		<u>185,616</u>

The financial statements on pages 12 to 18 were approved by the trustees, and authorised for issue on ....7/02/2024..... and signed on their behalf by: .....Dr Sham Qayyum.....



Dr. Sham Qayyum  
Chairman

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Notes to the accounts (Continued)**

**For the year ended 30 November 2023**

#### **1. Accounting policies**

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

The financial statements have been prepared under the historical cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" (2005), the Companies Act 2006 and applicable United Kingdom accounting standards.

##### **Company status**

The Charity is a company limited by guarantee. The members of the Company are the Trustees named on page 2. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

##### **Cash flow statement**

Under Financial Reporting Standard (FRS) 1 the Charity is exempt from the requirement to prepare a cash flow statement on the grounds that a parent undertaking includes the Charity in its own published consolidated financial statements.

##### **Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in Note 2.

Investment income and gains are allocated to the appropriate fund.

##### **Incoming resources**

All incoming resources are included in the Statement of Financial Activities (SOFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The donation income where related to performance and specific deliverables are accounted for as the Charity earns the right to consideration by its performance. Where income is received in advance of entitlement, its recognition is deferred and included in creditors. Where entitlement occurs before income being received, the income is accrued.

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **Notes to the accounts (Continued)**

**For the year ended 30 November 2023**

#### **Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resource

Community project costs are those costs incurred directly in support of the objects of the Charity. The community project costs include other support costs incurred in support of the objects of the Charity. Governance costs are those incurred in connection with governance arrangement of the Charity, which relate to the general running of the Charity and compliance with constitutional and statutory requirements. The basis of allocation for support costs and governance costs has been explained in Note 3.

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts (Continued)**

**For the year ending 30 November 2023**

**2. Grants & Donations**

	2023	2023	2023	2022
	£	£	£	£
	Unrestricted	Restricted	Total Funds	Total
	Funds	Funds	Total Funds	Funds
BBC Children in need	-	41,265	41,265	34,224
John Lyon's Charity	-	58,400	58,400	36,700
People's Health Trust	-	12,953	12,953	10,383
City Bridge Trust	-	-	-	18,840
BME Health Forum	-	-	-	12,000
LB Ealing	-	42,607	42,607	-
Fees and Donation	28,075	-	28,075	10,890
Paul Hamlyn Foundation	-	-	-	500
Foyle Foundation	-	5,000	5,000	-
Ealing Young Foundation	-	15,850	15,850	-
National Lottery	-	72,396	72,396	42,142
Children English	-	2,700	2,700	-
Barnados	-	666	666	1,006
True Colur Trust	-	-	-	5,000
Garfield weston	-	20,000	20,000	-
Small Grants	-	11,000	11,000	-
The Health Forum	-	5,500	5,500	-
Edward Goslin	-	5,000	5,000	-
NHS	-	5,000	5,000	-
YMCA	-	29,629	29,629	-
Centre for Youth	-	3,000	3,000	39,361
Esmee Fairbairn	-	95,660	95,660	67,938
Greater London	-	1,740	1,740	17,419
Household Grant	-	-	-	10,000
Sports Engalnd	-	-	-	9,165
Thomas Baily	-	6,500	6,500	6,500
<b>Total</b>	<b>28,075</b>	<b>434,866</b>	<b>462,941</b>	<b>322,067</b>

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### Notes to the Accounts (Continued)

For the year ending 30 November 2023

#### 4. Direct Charitable Expenditure

	2023 £	2023 £	2023 £	2022 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Salaries and wages	1,698	189,189	190,888	159,627
Seasonal Tutors	-	21,496	21,496	18,642
National Insurance Contribution & Income Tax	-	43,133	43,133	41,947
Employer Pension	-	8,024	8,024	7,017
Rent Rates, Venue Hire & Utilities	997	16,649	17,646	8,333
Printing and stationary	647	4,487	5,134	2,598
Training Expenses	-	-	-	3,500
Charitable Activities	3,843	47,807	51,650	32,311
Volunteers Expenses	-	2,000	2,000	3,373
Repairs & Maintenance	-	-	-	1,852
Leaning Resources	-	439	439	3,689
Telephone, Fax & Internet	-	1,526	1,526	1,682
CRB & Company House fee	-	-	-	335
Trips & Holiday Activities	1,407	2,808	4,215	1,933
Capacity building & Fundraising cost	4,210	1,158	5,368	6,385
Consultancy	300	970	1,270	1,500
<b>Total Direct Charitable cost</b>	<b>13,102</b>	<b>339,688</b>	<b>352,790</b>	<b>294,726</b>
<b>5. Support Cost</b>				
Bank charges & Insurance	524	27	551	129
Admin & office Expenses	2,940	765	3,705	7,432
Depreciation	-	-	-	-
<b>Total Support cost</b>	<b>3,464</b>	<b>792</b>	<b>4,256</b>	<b>7,561</b>
<b>6. Governance cost</b>				
Accountancy fee	-	1,440	1,440	1,440
<b>Total Governance cost</b>	<b>-</b>	<b>1,440</b>	<b>1,440</b>	<b>1,440</b>
<b>Total Resources Expended</b>	<b>16,566</b>	<b>341,919</b>	<b>358,486</b>	<b>303,727</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2023**

Operating Surplus is stated after charging

	<b>2023</b>	<b>2022</b>
	£	£
Accountancy fee	1,440	1,440
Depreciation	-	-
	<u><b>1440</b></u>	<u><b>1,440</b></u>

**7. Staff Remuneration**

The trustees did not receive any remuneration during the year, other staff cost was as follows

	<b>2023</b>	<b>2022</b>
	£	£
Gross Wages and benefits in kinds	189,189	159,627
Season tutors	21,496	18,642
NI Contribution & Income Tax	43,133	41,947
<b>Total</b>	<u><b>253,819</b></u>	<u><b>220,216</b></u>

<b>Number of Employees</b>	<b>2023</b>	<b>2022</b>
	9	8
	<u><b>9</b></u>	<u><b>8</b></u>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2023**

**8. Cash Balance**

	<b>2023</b>	<b>2022</b>
	£	£
Cash in hand and Bank	428,272	257,096
<b>Total</b>	<b>428,272</b>	<b>257,096</b>

**9. CREDITORS: amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	£	£
Accrued Expenses	138,200	71,480
	<b>138,200</b>	<b>71,480</b>

**Breakdown**

YMCA	6,000	-
L B Ealing	18,100	-
Foyle Foundation	15,000	-
Greater London	9,000	-
National Lottery	10,200	11,500
John Lyon's Chairty	50,200	3,300
Garfield Weston foundation	-	20,000
Young Ealing Foundation	-	3,000
Esme Fairbairn	26,400	19,000
BBC Children in Need	3,300	5,180
Bailey Thomas	-	6,500
Centre For Youth Endowment	-	3,000
<b>Total</b>	<b>138,200</b>	<b>71,480</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2023**

**10. STATEMENT OF FUNDS**

	Bal b/f			Bal C/f	
	2023	Income	Expenditure	2023	2022
	£	£	£	£	£
<b>Unrestricted Funds</b>					
Current year movement	28,927	28,075	16,566	40,436	28,927
<b>Restricted funds:</b>					
Current year movement	156,689	434,866	341,919	249,636	156,689
<b>Total funds</b>	<b>185,616</b>	<b>462,941</b>	<b>358,486</b>	<b>290,071</b>	<b>185,616</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

England & Wales - Charity number 1118721

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# Accounts

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**ESDEG**  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
Charity Registration Number: 1118721  
Company number: 05635779

Annual Report and Financial Statements

**FOR THE YEAR ENDED 30 NOVEMBER 2022**



**ESDEG**  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

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Notes to the accounts	



**ESDEG**  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### Legal and Administrative Information

For the year ended 30 November 2022

Status:	Registered Charity & Company Limited by Guarantee	
Company number:	05635779	
Charity Number:	1118721	
Registered Office & Business Address:	Resource Centre Featherstone Terrace Southall Middlesex, UB2 5AL	
Trustees:	Dr Sham Qayyum Ms Hafsa Hajir Ms Yasmin Irrobeh Ms Tanya White Ms Chariklia Tripolitaki Ms Surinder Lall Mohamed Nur (13/08/2021)	Chairperson Secretary Member Member Member Member Member
Bankers:	HSBC Bank, Southall Branch 1 Regina Road Southall, Middlesex UB2 5PL	
Independent examiner:	Optmark Accountants Ltd 5 Mitcham Lane London SW16 6LG	

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report

For the 12 months ended 30 November 2022

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2022, which comply with relevant



law and good practice including Accounting and Reporting by Charities: Statements 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).

## **OUR PURPOSE AND OBJECTS**

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall. ESDEG provides valuable services to over 150 parents, children and young people every week, including through three supplementary schools in Southall, Northolt and Brent; Youth (NEET) employability and training, Mentoring children and young people, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

### **Objects:**

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and distress and promotion of good health
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

### **LEGAL STRUCTURE:**

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

## **OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2022, which includes, among other things, the activities below.

### **Supplementary School Teaching**

We delivered weekly supplementary classes in Maths and English in schools in Southall, Northolt, and Brent to children studying from Key Stage 1 to 4; as well as extra-curricular activities for pupils



that have focused on developing self-esteem and confidence, aspiration, and core skills to enable young people to succeed.

Our activities reduced the attainment gap between refugee-heritage and other disadvantaged children and their peers, helped children develop key soft skills and supported parents to better work with school staff to enable their child to thrive.

### **Mentoring, and tackling school exclusion Project**

We mentored children from three Primary schools in West London (Featherstone Primary School, Durdan's Park Primary School, and Viking Primary School) and three secondary schools (Lampton School, Villiers High School and Brentside High School).

Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration. This project is funded by the National Lottery.

### **SEND Project**

We provided support to families and children affected by special educational needs and disabilities. Our work helped families to overcome challenges associated with gaining a SEND diagnosis, and/or EHC plan, and helped them to better support their child. Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights. This project is funded by Esme Fairbairn.

### **Counselling Project**

We provided children and their family members with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our qualified counsellor helped them to cope with a range of challenges from intergenerational conflict to mitigating the impact of Covid-19 and enabled them to access mainstream services as required. This project is funded by Esme Fairbairn

### **Healthy Eating and Positive Lifestyles Project**

We provided activities for girls and women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating, and exercise. As required participants were enable and sign-posted to relevant NHS services that they needed. We also supported participants to socialise and develop targeted skills that enabled them to achieve their aspirations.

### **ESOL Classes Project**

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities.

### **Refugee Elders Luncheon Club**



We delivered a weekly luncheon club to elderly people including from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering. This project is funded by Peoples Health Trust

### **Welfare Advice and Guidance Project**

We provided one to one and group support to service users as regards welfare benefit and housing, hospital appointments, energy and council tax payment plans, and any other issues they may have had that was preventing them from thriving.

### **Youth employability, education and training support.**

We worked with NEET young people to release their potential and enable them to think it possible. Through working in partnership with employers and training providers we facilitated volunteering, placements, employment and enabled young people to pursue higher education opportunities.

### **Other activities**

As a hub for community services and activity, we delivered a number of other activities in the form of workshops, collaborative events, to help integration, civic participation and for people in the community to know their rights.

### **Public benefit statement**

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

### **FINANCIAL REVIEW**

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2022.

### **Risk management**

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

### **Reserve policy:**



The charity currently operates with unrestricted reserves of £38,842. The Trustees have set a target of £45,000 unrestricted reserve which equals to approximately 6 months of operational expenditure.

### **Trustees Responsibilities:**

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,
3. State whether the policies adopted are in accordance with the Charities Act, and
4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the regulations and are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

### **Funding**

We would like to thank our funders which includes John Lyon's Charity, City Bridge Trust, National Lottery, Esme Fairbairn, BBC Children in Need, Ealing Young Foundation, Paul Hamlyn Foundation, Awards for All, People's Health Trust, Centre for Youth Impact, Bailey Thomas, Jubilee (sports England) and BME Health Forum.

### **STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER**

In accordance with Company Law, the Companies Directors' certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company, they have taken all the steps that they ought to have taken in
  - order to make themselves aware of any relevant audit information and to establish that the
  - charity's auditors are aware of that information.

### **INDEPENDENT EXAMINER**



**ESDEG**  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP

Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

appointed as the charity's independent examiner during the year ended 30<sup>th</sup> November 2022

This report was approved by the board and signed on its behalf by:

**Chairperson: Dr Sham Qayyum**

**Date: 23/01/2023**

· A handwritten signature in black ink, appearing to read 'Sham Qayyum', with a horizontal line extending to the right.



**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(Incorporating an Income and Expenditure Account) YEAR**  
**ENDED 30 NOVEMBER 2022**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2022	2022	2022	2021
	Note	£	£	£	£
<b>Income from</b>					
Charitable Activities		10,890	311,178	322,067	251,438
Grants		-	-	-	30,304
<b>TOTAL INCOMING RESOURCES</b>	<b>2</b>	<b>10,890</b>	<b>311,178</b>	<b>322,067</b>	<b>281,742</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		-	294,726	294,726	210,704
Support Costs		975	7,561	8,536	5,711
Governance and Support		-	1,440	1,440	1,400
<b>TOTAL RESOURCES EXPENDED</b>	<b>4</b>	<b>975</b>	<b>303,726</b>	<b>304,701</b>	<b>217,815</b>
<b>Net income</b>		<b>9,915</b>	<b>7,451</b>	<b>17,366</b>	<b>63,927</b>
<b>Funds brought forward</b>		<b>63,927</b>	<b>104,323</b>	<b>168,250</b>	<b>104,323</b>
<b>Net movement in funds and fund balances carried forward at 30 November 2022</b>	<b>10</b>	<b>73,842</b>	<b>111,774</b>	<b>185,616</b>	<b>168,250</b>



**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**BALANCE SHEET**

As at 30 NOVEMBER 2022

	Notes	2022 £	2022 £	2022 £	2021 £
<b>Current Assets</b>					
Cash at bank and in hand	8	257,096		200,249	
<b>Total Current Assets</b>		<u>257,096</u>		<u>200,249</u>	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	9	(71,480)		(32,000)	
<b>Total assets less current liabilities</b>			<u>185,616</u>		<u>103,472</u>
			<u>185,616</u>		<u>104,323</u>
<b>Financed by:</b>					
Balance for the year			168,250		50,449
Balance brought forward			17,366		53,874
<b>Charity Reserve Funds</b>	<b>10</b>		<u>185,616</u>		<u>104,323</u>



**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts**

**For the year ending 30 November 2022**

**2. Grants & Donations**

	2022 £	2022 £	2022 £	2021 £
	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>	<b>Total Funds</b>
BBC Children in need	-	34,224	34,224	-
John Lyon's Charity	-	36,700	36,700	6,000
People's Health Trust	-	10,383	10,383	12,596
City Bridge Trust	-	18,840	18,840	58,560
BME Health Forum	-	12,000	12,000	4,000
The Church Urban	-	-	-	2,500
Fees and Donation	10,890	-	10,890	6,566
Heathrow Community Trust	-	-	-	3,470
Ealing Young Foundation	-	-	-	12,543
Paul Hamlyn Foundation	-	500	500	15,300
National Lottery	-	42,142	42,142	45,442
Awards for All	-	-	-	9,660
Barnados	-	1,006	1,006	18,732
True Colur Trust	-	5,000	5,000	-
Small Grants	-	-	-	3,000
Markwaf crownfund	-	-	-	20,000
Covid-19 Responses	-	-	-	8,000
Edward Goslin	-	-	-	3,900
Active Londers	-	-	-	24,169
Centre for Youth	-	39,361	39,361	-
Esmee Fairbairn	-	67,938	67,938	-
Greater London Auth	-	17,419	17,419	-
Household Grant	-	10,000	10,000	-
Sports Engalnd	-	9,165	9,165	-
Thomas Baily	-	6,500	6,500	-
<b>Total</b>	<b>10,890</b>	<b>311,178</b>	<b>322,067</b>	<b>254,438</b>

**3. Other Income**

HMRC Job Retension	-	-	-	30,304
<b>Total Incoming Resources</b>	<b>10,890</b>	<b>311,178</b>	<b>322,067</b>	<b>284,742</b>



ESDEG  
EDUCATION  
AND SKILL  
DEVELOPMENT  
GROUP



EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts

For the year ending 30 November 2022

4. Direct Charitable Expenditure

	2022 £	2022 £	2022 £	2021 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Salaries and wages	-	159,627	159,627	108,959
Seasonal Tutors	-	18,642	18,642	28,002
National Insurance Contribution & Income Tax	-	41,947	41,947	26,961
Employer Pension	-	7,017	7,017	4,518
Rent Rates, Venue Hire & Utilities	-	8,333	8,333	4,109
Printing and stationary	-	2,598	2,598	599
Training Expenses	-	3,500	3,500	3,542
Charitable Activities	-	32,311	32,311	21,575
Volunteers Expenses	-	3,373	3,373	3,422
Repairs & Maintenance	-	1,852	1,852	645
Learning Resources	-	3,689	3,689	3,142
Telephone, Fax & Internet	-	1,682	1,682	426
CRB & Company House fee	-	335	335	-
Trips & Holiday Activities	-	1,933	1,933	779
Capacity building & Fundraising cost	-	6,385	6,385	1,440
Consultancy	-	1,500	1,500	2,585
<b>Total Direct Charitable cost</b>	<b>-</b>	<b>294,726</b>	<b>294,726</b>	<b>210,704</b>
<b>5. Support Cost</b>				
Bank charges & Insurance		129	129	73
Admin & office Expenses	975	7,432	8,407	4,787
Depreciation			-	850
<b>Total Support cost</b>	<b>975</b>	<b>7,561</b>	<b>8,536</b>	<b>5,710</b>
<b>6. Governance cost</b>				
Accountancy fee	-	1,440	1,440	1,440
<b>Total Governance cost</b>	<b>-</b>	<b>1,440</b>	<b>1,440</b>	<b>1,440</b>
<b>Total Resources Expended</b>	<b>975</b>	<b>303,726</b>	<b>304,701</b>	<b>217,854</b>



**EDUCATION AND SKILLS DEVELOPMENT GROUP**

**Notes to the Accounts...continued**

**For the year ending 30 November 2022**

Operating Surplus is stated after charging

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Accountancy fee	1,440	1,400
Depreciation	-	850
	<u><b>1440</b></u>	<u><b>2250</b></u>

**7. Staff Remuneration**

The trustees did not receive any remuneration during the year, other staff cost was as follows

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Gross Wages and benefits in kinds	159,627	108,959
Season tutors	18,642	28,002
NI Contribution & Income Tax	41,947	26,961
<b>Total</b>	<u><b>220,216</b></u>	<u><b>163,922</b></u>

<b>Number of Employees</b>	<b>2022</b>	<b>2021</b>
	<u>9</u>	<u>8</u>
	<u><b>9</b></u>	<u><b>8</b></u>



**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2022**

**8. Cash Balance**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Cash in hand and Bank	<u>257,096</u>	<u>200,470</u>
<b>Total</b>	<b><u>257,096</u></b>	<b><u>200,470</u></b>

**9. CREDITORS: amounts falling due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Accrued Expenses	<u>71,480</u>	<u>32,000</u>
	<b><u>71,480</u></b>	<b><u>32,000</u></b>

**Breakdown**

City Bridge Trust	-	7,400
Covi-19 Respoirse	-	8,000
BME Health Forum	-	4,000
People's Heath Trust	-	5,000
National Lottery	11,500	7,600
John Lyon's Chairty	3,300	-
Garfield Weston foundation	20,000	-
Young Ealing Foundation	3,000	-
Esme Fairbairn	19,000	-
BBC Children in Need	5,180	-
Bailey Thomas	6,500	-
Centre For Youth Endowment	3,000	-
<b>Total</b>	<b><u>71,480</u></b>	<b><u>32,000</u></b>



## 10. STATEMENT OF FUNDS

	Bal b/f			Bal C/f	
	2021	Income	Expenditure	2022	2021
	£	£	£	£	£
<b>Unrestricted Funds</b>					
Current year movement	28,927	10,890	975	38,842	28,927
<b>Restricted funds:</b>					
Current year movement	139,323	311,178	303,726	146,774	139,323
<b>Total funds</b>	<b>168,250</b>	<b>322,067</b>	<b>304,701</b>	<b>185,616</b>	<b>168,250</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**

England & Wales - Charity number 1118721

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# Accounts

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**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Charity Registration Number: 1118721**  
**Company number: 05635779**

Annual Report and Financial Statements

**FOR THE YEAR ENDED 30 NOVEMBER 2021**



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

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Legal and administrative information	1
Trustees' report	2-7
Independent examiner's report	8
Statement of financial activities	
Balance sheet	
Notes to the accounts	



## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Legal and Administrative Information

For the year ended 30 November 2020

Status:	Registered Charity & Company Limited by Guarantee	
Company number:	05635779	
Charity Number:	1118721	
Registered Office & Business Address:	Resource Centre Featherstone Terrace Southall Middlesex, UB2 5AL	
Trustees:	Dr Sham Qayyum Ms Hafsa Hajir Ms Yasmin Irrobeh Ms Tanya White (20 May 2020) Ms Chariklia Tripolitaki (20 May 2020) Ms Surinder Lall (20 May 2020) Mohamed Nur (13/08/2021)	Chairperson Secretary Member Member Member Member Member
Bankers:	HSBC Bank, Southall Branch 1 Regina Road Southall, Middlesex UB2 5PL	
Independent examiner:	Optmark Accountants Ltd 5 Mitcham Lane London SW16 6LG	

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Directors' and Trustees' Report

For the 12 months ended 30 November 2021

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2020, which comply with relevant law and good practice including Accounting and Reporting by Charities: Statements 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).

## **OUR PURPOSE AND OBJECTS**

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall. ESDEG provides valuable services to over 150 parents, children and young people every week, including through three supplementary schools in Southall, Northolt and Brent; Youth (NEET) employability and training, Mentoring children and young people, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

### **Objects:**

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and distress and promotion of good health
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

### **LEGAL STRUCTURE:**

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

## **OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

The core of the charity's work is to promote the development and capacity building of refugees, asylum seekers and other minority groups in such a way that they are better able to meet their needs, participate more fully in society and to access further or higher education or employment. When it comes to children and young people our work aims to raise aspiration, reduce attainment gaps and enable young people to reach their potential and thrive. Education and Skills Development Group



has been engaged in various activities for the year ended 30 November 2020, which includes, among other things, the activities below. Owing to the impact of Covid-19 during periods of times at different points from March 2020 to November 2020 face-to-face delivery had to be halted; however, we were able to continue to offer services online and respond swiftly to mitigate the impact of the pandemic on the lives of many vulnerable members of our communities.

### **Supplementary School Teaching**

We delivered twice weekly supplementary classes in Maths and English in schools in Southall, Northolt and Brent to children studying up to G.C.S.E. level; extra-curricular activities for pupils; one-to-one and group support to parents to enable them to better support their child's education. Unfortunately, owing to the impact of Covid-19 we had to halt the face to face delivery during extended periods at various points in the year, however, we were able to deliver some services online.

Our activities reduced the attainment gap between refugee and other disadvantaged children and their peers, helped children develop key soft skills including communication and self-esteem and self-confidence, supported parents to better work with school staff to enable their child to thrive. This project was funded by John Lyon's Charity.

We delivered twice weekly supplementary classes in Northolt focused on supporting children of primary school age from refugee and disadvantaged backgrounds. We were able to improve attainment, self-esteem and self-confidence, behaviour, and through referrals we supported children with special educational needs. This project was funded by BBC Children in Need.

### **Mentoring and tackling school exclusion Project**

We mentored children from three Primary schools in Ealing: Featherstone Primary School, Durdan's Park Primary School and Viking Primary School. Our mentoring led to improved attainment, raised aspiration, a reduction in truancy, detentions and disruptive behaviour, and a reduction in the number of managed moves or temporary or permanent exclusions. Children were able to set and achieve a number of goals and they learnt that through hard work and self-development they could achieve whatever they put their minds to. We also started working with high schools in Ealing and Hounslow with a funding provided by the National Lottery aimed at tackling school exclusion and poor attainment by mainly boys and empowering parents how best to work with schools so that their kids stay at school and fulfil their potential. This project is working with three high schools and 20 children and their families.

### **ESOL Classes for Mothers Project**



We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities. This project was funded by City Bridge Trust. This has been suspended temporarily due to the Covid-19 pandemic

### **Refugee Elders Luncheon Club**

We delivered a weekly luncheon club and one-to-one support to elderly people from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with their peers and other members of the community. Participants are also engaged in physical activities such as Yoga and chair exercises. We also provided one to one and group support to participants helping them with welfare benefit and housing issues, hospital appointments, transport, bill payments and any other issues they may have which was preventing them from thriving. This project was funded by Peoples Health Trust. The group activities are currently not taking place due to the pandemic, but we are working remotely with clients and also delivering food parcels to most vulnerable and isolated members including elders and families with disabled members in their household who have very little support from families and friends.

### **Youth employability, education and training support.**

This project is designed to help local youth who are not in education, employment nor training (NEET). Our youth worker is working very hard to engage, support and place those youngsters into employment, training or educational courses so that they can achieve their potential and contribute to the society rather than being burden to the tax payers. We are working in partnership with employers and training providers who help us place the clients. The project is funded by Heathrow Community Trust.

### **Reducing the impact of Covid-19**

Covid - 19 has impacted hugely on the clients we support, people are not well aware of the illness and its dangers, they don't usually understand the messages such social distancing, quarantine and the stay at home messages. We have to do a lot of awareness raising to convince people. There are unusually high number of cases among the Somali and black minority groups including fatalities, long hospitalisation and quarantine that needed our support. We are making sure that the most needy and isolated members of the community with very little support from family and friends are safe and supported by our staff and volunteers.

We disseminated clear information about Covid-19, including through translation into Somali both government and PHE advice. We also offered befriending and online socialising to lonely and vulnerable members. We provided food parcels to over 20 families, who are vulnerable and struggling to make ends including isolated elders and households with disabled members with no close family support.

## **Other activities**

As a hub for community services and activity, we delivered a number of activities to help integration, civic participation and for people in the community to know their rights. We responded to the increase in demand for advice and guidance because of Covid-19 to service-users on a range of issues including welfare advice, domestic violence and abuse, mental health and wellbeing, on employability, education and training, and housing.

## **Public benefit statement**

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

## **FINANCIAL REVIEW**

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2021.

## **Risk management**

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

## **Reserve policy:**

The charity currently operates with un-restricted reserves of £28,927. The Trustees have set a target of £30,000 un-restricted reserve which equals to approximately 9 months of operational expenditure.

## **Trustees Responsibilities:**

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period.

In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,
3. State whether the policies adopted are in accordance with the Charities Act, and



4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the regulations and are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Funding:**

BBC Children in Need, UK Aid, John Lyon's Charity, City Bridge Trust, National Lottery, London Community Foundation, Ealing Young Foundation, Paddington Development Trust, People's Health Trust, generously funded the charity this year.

### **STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER**

In accordance with Company Law, the Companies Directors' certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company they have taken all the steps that they ought to have taken in
  - order to make themselves aware of any relevant audit information and to establish that the
  - charity's auditors are aware of that information.

### **INDEPENDENT EXAMINER**

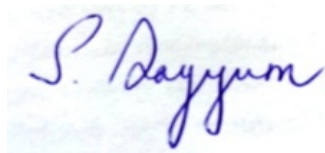
Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

appointed as the charity's independent examiner during the year ended 30<sup>th</sup> November 2021.

This report was approved by the board and signed on its behalf by:

**Chairperson: Dr. Sham Qayyum**

**Date: 19/07/2022**





## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

Independent examiner's report

For the year ended 30 November 2021

I report on the accounts of the charity for the year ended 30 November 2021, which are set out on pages 7 to 12.

### *Respective responsibilities of trustees and examiner*

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 Act) and that an independent examination is needed.

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 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

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

My examination was carried out in accordance with the 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 you as 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 matter has come to my attention, which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and

- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met;



-----  
Mr A Hussein  
Optmark Accountants Ltd  
5 Mitcham Lane  
London  
SW16 6LG

**Date: 19/07/2022**

**EDUCATION AND SKILLS DEVELOPMENT  
GROUP STATEMENT OF FINANCIAL  
ACTIVITIES  
(Incorporating an Income and  
Expenditure Account) YEAR ENDED 30  
NOVEMBER 2021**

	Note	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
<b>Income from</b>					
Charitable Activities		6,566	244,872	251,438	201,933
Grants		-	30,304	30,304	32,286
<b>TOTAL INCOMING RESOURCES</b>	2	<b>6,566</b>	<b>275,176</b>	<b>281,741</b>	<b>234,219</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities		-	210,704	210,704	166,110
Support Costs		4,548	1,163	5,711	12,795
Governance and Support		-	1,400	1,400	1,440
<b>TOTAL RESOURCES EXPENDED</b>	4	<b>4,548</b>	<b>213,267</b>	<b>217,815</b>	<b>180,345</b>
<b>Net income</b>		2,018	61,908.89	63,927	19,275
<b>Funds brought forward</b>		19,275	85,048	104,323	85,048
<b>Net movement in funds and fund balances carried forward at 30 November 2021</b>	11	<b>21,293</b>	<b>146,957</b>	<b>168,250</b>	<b>104,322</b>

## **EDUCATION AND SKILLS DEVELOPMENT GROUP**

### **BALANCE SHEET**

As at 30 NOVEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible Assets	8		-		850
<b>Current Assets</b>					
Cash at bank and in hand		<u>200,249</u>		<u>154,456</u>	
<b>Total Current Assets</b>		200,249		154,456	
<b>Current Liabilities</b>					
Creditors amounts falling due within one year	10	<u>(32,000)</u>		<u>(50,984)</u>	
<b>Total assets less current liabilities</b>			<u><b>168,249</b></u>		<u><b>103,472</b></u>
			<u>168,249</u>		<u>104,323</u>
<b>Financed by:</b>					
Balance for the year			63,926		50,449
Balance brought forward			<u>104,323</u>		<u>53,874</u>
<b>Charity Reserve Funds</b>	11		<u><b>168,249</b></u>		<u><b>104,323</b></u>

EDUCATION AND SKILLS DEVELOPMENT GROUP

**Notes to the Accounts**

**For the year ending 30 November 2021**

**2. Grants & Donations**

	2021 £	2021 £	2021 £	2020 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
BBC Children in need	-	-	-	11,628
John Lyon's Charity	-	6,000	6,000	27,000
People's Health Trust	-	12,596	12,596	2,551
City Bridge Trust	-	58,560	58,560	28,140
BME Health Forum	-	4,000	4,000	-
The Church Urban	-	2,500	2,500	-
LB Ealing	-	-	-	5,000
Fees and Donation	6,566	-	6,566	5,830
DFID	-	-	-	21,765
Heathrow Community Trust	-	3,470	3,470	16,032
Ealing Young Foundation	-	12,543	12,543	1,625
Paul Handlyn Foundation	-	15,300	15,300	-
National Lottery	-	45,442	45,442	35,892
Awards for All	-	9,660	9,660	-
Barnados	-	18,732	18,732	4,845
Paddigton Development	-	-	-	20,000
markwaf crownfund	-	20,000	20,000	220
Covid-19 Responses	-	8,000	8,000	1,932
Edward Goslin	-	3,900	3,900	-
Active Londoners	-	24,169	24,169	-
The London Community-				19,474
	<b>6,566</b>	<b>244,872</b>	<b>251,438</b>	<b>201,934</b>
<b>3. other income</b>				
HMRC Job support	-	30,304	30,304	32,286
<b>Total Incoming Resources</b>	<b>6,566</b>	<b>275,176</b>	<b>281,741</b>	<b>234,220</b>

EDUCATION AND SKILLS DEVELOPMENT GROUP

**Notes to the Accounts**

**For the year ending 30 November 2021**

**4. Direct Charitable Expenditure**

	2021 £	2021 £	2021 £	2020 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Salaries and wages	-	108,959	108,959	83,571
Seasonal Tutors	-	28,002	28,002	11,249
National Insurance Contribution & Income Tax	-	26,961	26,961	6,065
Employer Pension	-	4,518	4,518	1,449
Rent Rates, Venue Hire & Utilities	-	4,109	4,109	1,063
Printing and stationary	-	599	599	1,980
Training Expenses	-	3,542	3,542	2,123
Charitable Activities	-	21,575	21,575	32,227
Volunteers Expenses	-	3,422	3,422	4,100
Repairs & Maintenance	-	344	344	4,950
Learning Resources	-	3,142	3,142	511
Telephone, Fax & Internet	-	426	426	1,087
CRB & Company House fee	-	-	0	-
Trips & Holiday Activities	-	779	779	4,216
Capacity building & Fundraising cost	-	1,440	1,440	5,600
Consultancy	-	2,885	2,885	5,919
<b>Total Direct Charitable cost</b>	<b>-</b>	<b>210,704</b>	<b>210,704</b>	<b>166,110</b>
<b>5. Support Cost</b>				
Bank charges & Insurance	73	-	73	60
Admin & office Expenses	3,356	-	3,356	9,889
Web hosting & design	268	1,163	1,431	1,005
Depreciation	850	-	850	1,841
<b>Total Support cost</b>	<b>4,548</b>	<b>1,163</b>	<b>5,711</b>	<b>12,795</b>
<b>6. Governance cost</b>				
Accountancy fee	-	1,400	1,400	1,440
<b>Total Governance cost</b>	<b>-</b>	<b>1,400</b>	<b>1,400</b>	<b>1,440</b>
<b>Total Resources Expended</b>	<b>4,548</b>	<b>213,267</b>	<b>217,815</b>	<b>180,345</b>

## EDUCATION AND SKILLS DEVELOPMENT GROUP

### Notes to the Accounts...continued

For the year ending 30 November 2021

Operating Surplus is stated after charging

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Accountancy fee	1,400	1,440
Depreciation	850	1,841
	<u>2,250</u>	<u>3,281</u>
	<b>50</b>	<b>41</b>

## **7. Staff Remuneration**

The trustees did not receive any remuneration during the year, other staff cost was as follows

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Gross Wages and benefits in kinds	108,959	83,571
Season tutors	28,002	11,249
NI Contribution & Income Tax	26,961	6,065
	<u>120,928</u>	<u>100,886</u>
<b>Total</b>	<b>28</b>	<b>886</b>
<b>Number of Employees</b>	<b>2021</b>	<b>2020</b>
	<u>8</u>	<u>6</u>
	<b>6</b>	<b>6</b>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2021**

**8. Tangible Fixed Assets**

	<b>Office Equipm ent 2021 £</b>	<b>Furnitur e &amp; Fixtures 2021 £</b>	<b>Total 2021 £</b>	<b>Total 2020 £</b>
<b>Cost</b>				
<b>As at 1st Dec 2020</b>	8,864	1,690	<b>10,554</b>	<b>10,554</b>
Additions during the year	-	-	-	-
<b>As at 30 Nov 2021</b>	<b>8,864</b>	<b>1,690</b>	<b>10,554</b>	<b>10,554</b>
<b>Depreciation</b>				
<b>At 1st Dec 2020</b>	8,014	1,690	<b>7,864</b>	<b>6,273</b>
Charge for the year	850	-	<b>850</b>	<b>1,589</b>
<b>NBV</b>	<b>8,850</b>	<b>1,690</b>	<b>10,554</b>	<b>7,862</b>
<b>At 30th Nov 2021</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,691</b>

**9. Cash Balance**

**2021**

**2020**

	<b>£</b>	<b>£</b>
Cash in hand and Bank	200, 470	154, 456
	<hr/>	<hr/>
<b>Total</b>	<b>200,</b> <b>470</b>	<b>15</b> <b>4,456</b>
	<hr/> <hr/>	<hr/> <hr/>

**EDUCATION AND SKILLS DEVELOPMENT GROUP**  
**Notes to the Accounts...continued**  
**For the year ending 30 November 2021**

**10. CREDITORS: amounts falling due within one year**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Accrued Expenses	-	11,984
	<u>-</u>	<u>11,984</u>
John Lyon's Charity	-	2,000
City Bridge Trust	7,400.00	22,000
National Lottery	7,600.00	7,000
Covid-19 Responses	-	8,000
BME Health Forum	8,000.00	-
People's Health Trust	4,000.00	-
True Colour Trust	5,000.00	-
	<u>32,000</u>	<u>39,000</u>
<b>Total</b>	<u>32,000</u>	<u>50,984</u>

**11. STATEMENT OF FUNDS**

	<b>Bal b/f</b>			<b>Ba</b>	
	<b>2020</b>	<b>Inco</b>	<b>Expendit</b>	<b>l C/f</b>	<b>2020</b>
<b>Unrestricted Funds</b>	<b>£</b>	<b>me</b>	<b>ure</b>	<b>2021</b>	<b>£</b>
		<b>£</b>	<b>£</b>	<b>£</b>	
Current year movement	19,275	11,566	1,914	28,927	19,275
<b>Restricted funds:</b>					
Current year movement	85,048	270,176	215,901	143,498	85,048
<b>Total funds</b>	<u>104,323</u>	<u>281,741</u>	<u>217,815</u>	<u>168,251</u>	<u>104,322</u>