

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 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 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 30th 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	£	£	£	£
Income from					
Charitable Activities		28,075	434,866	462,941	322,067
Grants		-	-	-	-
TOTAL INCOMING RESOURCES	2	28,075	434,866	462,941	322,067
RESOURCES EXPENDED					
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
TOTAL RESOURCES EXPENDED	4	16,566	341,919	358,486	304,701
Net income		11,509	92,947	104,455	17,366
Funds brought forward		17,366	168,250	185,616	168,250
Net movement in funds and fund balances carried forward at 30 November 2023	10	28,874	261,197	290,071	185,616

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

	Notes	2023 £	2023 £	2022 £	2022 £
Current Assets					
Cash at bank and in hand	8	<u>428,272</u>		<u>257,096</u>	
Total Current Assets		428,272		257,096	
Current Liabilities					
Creditors amounts falling due within one year	9	<u>(138,200)</u>		<u>(71,480)</u>	
Total assets less current liabilities			<u>290,072</u>		<u>185,616</u>
			<u>290,072</u>		<u>185,616</u>
Financed by:					
Balance for the year			185,616		168,250
Balance brought forward			<u>104,455</u>		<u>17,366</u>
Charity Reserve Funds	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 on7/02/2024..... 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 Funds	Restricted Funds	Total Funds	Total 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
Total	28,075	434,866	462,941	322,067

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
Learning 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
Total Direct Charitable cost	13,102	339,688	352,790	294,726
5. Support Cost				
Bank charges & Insurance	524	27	551	129
Admin & office Expenses	2,940	765	3,705	7,432
Depreciation	-	-	-	-
Total Support cost	3,464	792	4,256	7,561
6. Governance cost				
Accountancy fee	-	1,440	1,440	1,440
Total Governance cost	-	1,440	1,440	1,440
Total Resources Expended	16,566	341,919	358,486	303,727

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2023

Operating Surplus is stated after charging

	2023	2022
	£	£
Accountancy fee	1,440	1,440
Depreciation	-	-
	1440	1,440

7. Staff Remuneration

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

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

Number of Employees	2023	2022
	9	8
	9	8

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2023

8. Cash Balance

	2023	2022
	£	£
Cash in hand and Bank	428,272	257,096
Total	428,272	257,096

9. CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Accrued Expenses	138,200	71,480
	138,200	71,480

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
Total	138,200	71,480

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
	£	£	£	£	£
Unrestricted Funds					
Current year movement	28,927	28,075	16,566	40,436	28,927
Restricted funds:					
Current year movement	156,689	434,866	341,919	249,636	156,689
Total funds	185,616	462,941	358,486	290,071	185,616