

EDUCATION AND SKILLS DEVELOPMENT GROUP

Charity Registration Number: 1118721

Company number: 05635779

Annual Report and Financial Statements

FOR THE YEAR ENDED 30 NOVEMBER 2024

EDUCATION AND SKILLS DEVELOPMENT GROUP

Contents	Page
Legal and administrative information.....	3
Trustees' report.....	4-8
Independent examiner's report.....	9-10
Statement of financial activities.....	11
Balance sheet	12
Notes to the accounts	13-19

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 Ms Yasmin Irrobeh Ms Tanya White Mohamed Nur Rosita Caspersz Khadra Abdillahi	Chairperson 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... 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 30th 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

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		2024	2024	2024	2023
	Note	£	£	£	£
Income from					
Charitable Activities & Grants		47,015	494,870	541,885	462,941
TOTAL INCOMING RESOURCES	2	47,015	494,870	541,885	462,941
RESOURCES EXPENDED					
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
TOTAL RESOURCES EXPENDED	4	15,118	442,263	457,381	358,486
Net income		31,897	52,607	84,504	104,455
Funds brought forward		104,455	185,616	290,071	185,616
Net movement in funds and fund balances carried forward at 30 November 2024	10	136,352	238,222	374,575	290,071

EDUCATION AND SKILLS DEVELOPMENT GROUP

BALANCE SHEET

As at 30 NOVEMBER 2024

	Notes	2024 £	2024 £	2024 £	2023 £
Current Assets					
Cash at bank and in hand	8	538,405		-	
Trade debtors		<u>6,450</u>		<u>428,272</u>	
Total Current Assets		544,855		428,272	
Current Liabilities					
Creditors amounts falling due within one year	9	<u>(170,280)</u>		<u>(138,200)</u>	
Total assets less current liabilities			<u>374,575</u>		<u>290,072</u>
			<u>374,575</u>		<u>290,072</u>
Financed by:					
Balance for the year			290,071		185,616
Balance brought forward			<u>84,504</u>		<u>104,455</u>
Charity Reserve Funds	10		<u>374,575</u>		<u>290,071</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
Total Incoming Resources	47,015	494,870	541,885	462,941

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 Funds	Restricted Funds	Total Funds	Total 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
Total Direct Charitable cost	-	430,885	430,885	352,790

5. Support Cost

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

6. Governance cost

Accountancy fee	-	1,440	1,440	1,440
Total Governance cost	-	1,440	1,440	1,440

Total Resources Expended	15,118	442,263	457,381	358,486
---------------------------------	---------------	----------------	----------------	----------------

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2024

Operating Surplus is stated after charging

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

7. Staff Remuneration

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

	2024	2023
	£	£
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>
Total	<u>326,831</u>	<u>256,818</u>

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

8. Cash Balance

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

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2024

9. Trade debtors

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

10. Trade Creditors

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

Breakdown

	2024	2023
	£	£
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>170,280</u>	<u>138,200</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
	£	£	£	£	£
Unrestricted Funds					
Current year movement	40,436	47,015	15,118	72,333	40,436
Restricted funds:					
Current year movement	249,635	494,870	442,263	302,242	249,635
Total funds	290,071	541,885	457,381	374,575	290,071