

FUTURE SKILLS TRAINING

England & Wales · Charity number 1119501

Details

Status Registered

Legal form Charitable company

Company number [05745511](#)

Registered 2007-06-05

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

Contact

Address 38 Uverdale Road
London
SW10 0SR

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Activities

Objects: TO ADVANCE IN LIFE AND HELP AT RISK AND YOUNG VULNERABLE PEOPLE BY PROVIDING EDUCATION AND TRAINING WHICH DEVELOPS THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AND MATURE TO RESPONSIBLE ADULTS.

Activities: To invest time in young people enabling them to re-engage with education and employment. We provide a mix of educational and support services to empower, care for and give hope to excluded and at risk young people from South London.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** NOT DEFINED IN PRACTICE WANDSWORTH
- Lambeth
- Southwark
- Wandsworth

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£234,305	£247,294	-	-
2024-08-31	£278,588	£261,499	-	-
2023-08-31	£237,392	£193,617	-	-
2022-08-31	£132,247	£146,612	-	-
2021-08-31	£90,464	£81,201	-	-
2020-08-31	£111,173	£109,543	-	-

Trustees

Name	Role	Appointed
George Berry	Chair	2023-03-20
Elizabeth Broderick		2018-03-05
Lai Wai Lea Lau		2025-10-06
Luisa Antonella Migheli		2025-10-06
Madeleine Mead-Herbert		2025-10-06
Roger Brown		2025-10-06
Simone Royal		2025-10-06
Sophia Barker		2020-10-14

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2025

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	11
Statement of financial activities	13
Balance sheet	14
Statement of cash flows	15
Notes to the financial statements	16

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2025

Trustees	George Berry (Chair) Sophia Barker Elizabeth Broderick Michael Cary
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	38b Uverdale Road London SW10 0SR
Independent examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2025. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually and due to an another successful year financially we have been able to increase the salary of the Chief Executive to a more competitive rate. We hope to increase it further next year again if funds allow. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

The Trustees recognise safeguarding and the welfare of young people are central to the charity's work. The charity maintains safeguarding policies and procedures which are reviewed regularly. Safeguarding matters are overseen by senior management and reported to the Board of Trustees as appropriate. Appropriate safeguarding policies, procedures and DBS checks are in place and are reviewed regularly.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

This year saw another move of premises from Caius House to the Training and Resource Centre in Wandsworth. This move did not negatively impact our ability to deliver our normal provision and still gave us the space to expand if necessary. In fact, being in the centre of Wandsworth made it more attractive for other local authorities to refer young people to us, particularly Merton Council so helped with expansion and maintaining a good number of referrals.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

This academic year began slowly with only two young people attending our Alternative Provision programme, however this did allow a period of settling into the new premises. By October new referrals were received, then from November onwards we had a regular flow of referrals into the programme. As always, the requests from schools and LA departments hugely varied in the number of days per week asked for and how long the referral was for. It was good to have some young people attend us for longer periods so that we could build solid relationships with them and the group dynamic settled, therefore allowing for greater impact.

This year enquiries and referrals for primary aged pupils increased and we were not always able to accommodate. We did support two primary pupils on-site, but despite the huge effort from the team, we ended up terminating their placements with us due to behaviour not being manageable. This brought about a period of reflection on working with primary aged pupils and we decided to mainly only take one-to-one referrals or off-site referrals. We feel that to safely engage primary pupils we need a separate provision for them which at present capacity does not allow. However, if finances made it possible, we would consider delivering a separate primary aged focused provision.

It was an honour to support a small number of year 11 pupils this year. One of our pupils engaged really well in our academic offering and actually sat her exams onsite at Future Skills with support from her secondary school and ended up securing a college placement for year 12. Her mum sent Phil a brief email following her receiving her results:

"Thank you so so much for everything you have done for my daughter, I really appreciate all the support you gave her".

We continued to develop our curriculum, whilst maintaining the core aspects. Food, off-site sport, essential skills development through team challenges and drama-based activities, alongside off-site cultural trips remained our core. This year we endeavoured to embed numeracy and literacy more across the activities, introduced more short films to encourage deeper discussions on key PSHE topics, attempted more reflection to get more feedback, and began a project with www.skillsbuilder.org to develop a more structured approach to tracking progress. In addition, this year we partnered with Vauxhall City Farm to deliver a 6-week product development project.

Our most fundamental shift was the decision to employ our own part time maths and English tutor, and in November we welcomed Elizabeth to the team. The improvements this brought have been huge. We believe it has made us more attractive to potential referrers as we now do not have huge agency fees to pass on, allowing us to charge our normal rates. In addition we devised a timetable for all the lessons to ensure we got the most out of Elizabeth's time. We have also been able to introduce homework for most pupils therefore increasing the learning opportunity.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

Our work with Francis Barber PRU continued. Our Thursday group were a very consistent group throughout the year, which mainly had a positive impact. We were able to build deep relationships with many of the pupils which led to many sessions being broadly successful and had a positive impact on attendance and punctuality. Our Friday sessions were more challenging. Attendance and punctuality of the Friday pupils was more patchy, therefore lessening our impact. In addition, we are only able to use the upstairs part of the TRC, which significantly reduced the space and facilities we had access to, including no access to a kitchen. This meant that we had to plan more off-site activities for the Friday group, although that was a challenge to manage successfully due to the lateness of some pupils.

This year we decided to deliver a summer residential as we had not done so for several years. We found a new centre to us in South Wales run by Active Learning Centres. The centre was in the countryside in South Wales with very little phone reception and the young people were not allowed to have access to the Wifi. Overall the residential was a huge success. The biggest challenge we had, as we have experienced many times before, was getting young people to commit to coming. We even had two beneficiaries drop out on the morning we were leaving. Despite this, the young people who attended thoroughly enjoyed the experience, engaging in a mix of activities including coasteering, archery, rock climbing and paddle boarding, and the feedback was hugely positive:

- "The best thing I've done in a while"
- "I believed in myself"
- "I feel more confident to try new things"
- "It made me realise that I'm stronger than I thought"

Staff and some of the young people are already asking to go back to the same place again next year.

Again, this year there were some changes to the staff team. As mentioned previously Elizabeth joined as maths and English/Functional Skills tutor, Timi joined as full time youth support worker and Alliah fully rejoined the staff, following a period of working freelance. We hope these additions will strengthen the team and allow us to engage a greater number of young people.

To improve our systems, we have switched our MIS from Lamplight to Arbor. Arbor is a system that many schools and AP's use, and will enable us to better record, track and report on our young people. We have also bought into using an online system called BSKB for our functional skills teaching and tracking. Both systems will make a huge difference to everything we do.

As a board of trustees, we supported Phil and the team in several areas. We have been supporting the AP Proposal that continues to be explored in partnership with Caius House. Alongside this we have begun to consider the possibility of registering as a school. This is part of bigger plans exploring expansion into other neighbouring London Boroughs. All this potential growth is dependent on being in a longer term or more permanent building, so we are supporting the research and conversations in this area. We are always exploring any new funding opportunities and look forward to seeing a growth in the number of individual donors but recognise the challenge the team have maintaining the level of referrals whilst trying to dedicate time to building new relationships that may lead to new income.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

We have been discussing for some time the idea of an Early Intervention Project, so we were pleased to see the team develop a pilot with one of the secondary schools in Wandsworth. It was a huge success, but we need to explore further the cost of it, as in its current format schools view it as an expensive intervention. We may need to consider how we communicate its effectiveness and longer term financial savings.

We had a better year this year with charitable grants, we are hugely thankful to the Garfield Weston Foundation, the Sir Jeremiah Colman Trust for their kind donations. It was also great to be part of the Youth Battersea Young Minds Project that was supported by the NHS Inequalities Fund.

We wish to thank again this year Investment Quorum for their regular donation which makes a huge difference to us and as always, those faithful individuals who continue to support us monthly.

Finally to reflect on the future plans from last year's report and check against progress:

1. Curriculum development – following the passing of the Quality Assurance visit, we are working on further development of the whole curriculum that we deliver to ensure it is teaching and developing the young people in the most effective way.

We are pleased to acknowledge the progress that has been made in this area but recognise there is still more work to be done, including developing a curriculum map that all plans will flow from.

2. Financial growth and stability – having maintained a good level of reserves, we aim to grow Future Skills further so that we can offer improved staff salaries to ensure a high quality and more stable staff team.

This year continued the trend of more stable finances and we have been able to review and increase staff salaries, but again we look forward to more growth and stability in this area.

3. To further develop the Alternative Provision proposal so that we can continue to work towards school registration in the future and be able to take on full time pupils.

We were not able to progress this area as far as we hoped due to the premises move and the number of referrals, but we plan to push this in the year to come.

4. Grow the board of trustees – we look forward over the next year or two to welcoming another two or three new board members, to further strengthen the governance and growth of Future Skills.

Unfortunately we were unable to recruit any new trustees this year but we will continue the effort to do so.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

Our activities in numbers

This year saw a small reduction in the number of people we supported but we still had a very good year. We had 77 young people referred and 69 who attended. 71% of those who attended either achieved a positive outcome or will continue with us next year.

The breakdown of outcomes for those pupils who attended during the year were:

- 14 young people remained in mainstream education
- 5 young people returned to mainstream school
- 11 young people successfully transitioned into year 11 in Francis Barber
- 4 young people progressed to full time alternative provision
- 2 young people progressed to further education (college)
- 15 young people, attendance was too low for any impact
- 5 young people achieved no outcome
- 13 young people we continue to support in 25/26

Learn2Live

We had 40 young people referred into Learn2Live, with 33 pupils who attended and we delivered 70 sessions.

A challenging year again this year in terms of outcomes:

- 1 pupil from our group left the PRU to return to mainstream education
- 1 progressed to Alternative Education
- 11 pupils will move into year 11 at Francis Barber to work on their GCSE's, so we will no longer be working with them
- 6 pupils we will continue to support next year
- 14 pupils attended less than 4 sessions during the year, so we were unable to impact them

Alternative Provision/Lean on Me

Our Alternative Provision had another big year with 37 young people referred, 36 of whom attended. We supported 4 primary aged children this year, the remaining 32 were secondary aged.

- 4 pupils returned to mainstream school
- 3 progressed to Alternative Education
- 2 progressed to Further Education
- 14 remained in mainstream education
- 1 pupil only attended for 1 day leading to no impact
- 7 pupils we will continue to support next year

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

Holiday Activities

This year we delivered a 3-night residential taking 7 young people all of whom had a great time!

Below is the breakdown of our key performance indicators against last years results:

Project	Outcomes v last year	Commentary
Learn2Live	33 attendees (- 13% v LY) 19 regularly impacted (- 32% v LY) 48% of leavers re-engaged with education or progressed to year 11 (- 23% v LY)	A small reduction in the number of attendees, but a significant reduction in those who attended regularly enough. Factors outside of our control were having a big impact on some of the children that led to many of them choosing not to attend. Some of those referred also had poor attendance at the PRU as well.
Alternative Provision/ Lean on Me	36 attendees (- 8% v LY) 29 leavers (- 26%v LY) 78% of those who completed their programme achieved a positive outcome (- 10% v LY)	A small reduction in referrals and a small reduction in the positive outcome figure. However, taking into account the cohort of pupils and the challenges they face, a very high percentage of our beneficiaries have achieved a positive outcome.
Residentials	7 young people attended the residential, our first one for several years.	All young people enjoyed the experience and gave positive feedback.

FINANCIAL REVIEW

Financial position

The Charity incurred net expenditure in the year of £12,989 (2024 - net income of £17,089), details of which are shown in the Statement of Financial Activities on page 13.

Total income for the year amounted to £234,305, a reduction of £44,283 on the previous year, and total expenditure amounted to £247,294, a reduction of £14,205 on the previous year.

The deficit this year is mainly due to the low number of referrals we received during September and October. In recent years we have had at least four or five young people in the Alternative Provision programme throughout the year, so to only have two for nearly two months at the start of the year, whilst still having the same salary costs, meant our income was considerably lower than our core expenses.

However the surplus from last year has helped us to maintain a healthy cashflow so the Trustees are not concerned about the deficit as we expect referrals to be more consistent next year.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £38,000. At the year end, the charity had unrestricted reserves of £49,560, which is above this level. The trustees are pleased that despite the challenges of moving to a new site, the low number of referrals at the start of the year and the challenges of working with our cohort of young people, that Future Skills is maintaining a good level of reserves and therefore is in a healthy position from which to grow further.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Overall this year continued on from last year, with a good level of referrals giving us a good income stream, alongside a better year with charitable grants. We look forward to more growth next year as we continue the development of our offer to schools and local authorities and we hope to expand into new local authority areas.

PLANS FOR FUTURE PERIODS

During 2025/26 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

The 4 main focus areas have not changed from last year, so continue as:

1. Curriculum development – following the passing of another Quality Assurance visit, we are working on further development of the whole curriculum that we deliver to ensure it is teaching and developing the young people in the most effective way.
2. Financial growth and stability – having maintained a good level of reserves, we aim to grow Future Skills further so that we can offer improved staff salaries to ensure a high quality and more stable staff team.
3. To further develop the Alternative Provision proposal so that we can continue to work towards school registration in the future and be able to take on full time pupils.
4. Grow the board of trustees – The Board of Trustees recognise the need for greater capacity on the Board at present, so will be dedicating some considerable effort to growing the board this coming year, as well as exploring a robust procedure for succession planning.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2025

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on 26 May 2026 and signed on their behalf by:

George Berry

.....
George Berry
Chair

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2025

I report on the accounts of the charity for the year ended 31 August 2025 set out on pages 13 to 22.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2025

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the existing regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Charles Ssempijja, FCA
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

Date:

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
INCOME FROM							
Donations and legacies	2	43,712	840	44,552	24,939	-	24,939
Charitable activities							
PRU & Mentoring		189,671	-	189,671	253,472	-	253,472
Investments	3	-	-	-	-	-	-
Other		82	-	82	177	-	177
TOTAL INCOME		233,465	840	234,305	278,588	-	278,588
EXPENDITURE ON:							
Charitable activities	4						
PRU		74,126	-	74,126	59,712	-	59,712
Mentoring		150,588	840	151,428	177,252	-	177,252
Summer projects		11,367	-	11,367	-	-	-
Youth Club		-	-	-	12,722	-	12,722
		236,081	840	236,921	249,686	-	249,686
Raising funds	4	10,373	-	10,373	11,813	-	11,813
TOTAL EXPENDITURE		246,454	840	247,294	261,499	-	261,499
NET MOVEMENT IN FUNDS		(12,989)	-	(12,989)	17,089	-	17,089
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 SEPTEMBER 2024		62,549	-	62,549	45,460	-	45,460
TOTAL FUNDS AT 31 AUGUST 2025		£ 49,560	£ Nil	£ 49,560	£ 62,549	£ Nil	£ 62,549

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET As at 31 August 2025

	Notes	£	2025 £	£	2024 £
CURRENT ASSETS					
Cash at bank and in hand		52,270		66,228	
CREDITORS: amounts falling due within one year	9	(2,710)		(3,679)	
NET CURRENT ASSETS			49,560		62,549
NET ASSETS			<u>£ 49,560</u>		<u>£ 62,549</u>
FUNDS					
Unrestricted funds:					
General fund	10		49,560		62,549
			<u>£ 49,560</u>		<u>£ 62,549</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on 26 May 2026 and signed on their behalf by:-

George Berry

GEORGE BERRY, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS

For the year ended 31 August 2025

	<u>2025</u>		<u>2024</u>	
	£	£	£	£
Cash flows from operating activities		(12,989)		17,089
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors		-		-
Increase/(decrease) in creditors		<u>(969)</u>		<u>1,089</u>
		(969)		1,089
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<u>(13,958)</u>		<u>18,178</u>
Cash and cash equivalents at the beginning of the year		66,228		48,050
Cash and cash equivalents at the year end		<u><u>52,270</u></u>		<u><u>66,228</u></u>

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 August 2025

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2025

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2025

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Total Funds 2024 £</i>
Grant income				
- Jack Petchey Foundation	-	840	840	600
- Sir Jeremiah Colman Trust	5,000	-	5,000	-
- Garfield Weston Foundation	5,000	-	5,000	-
- NHS Inequalities Fund	8,000	-	8,000	-
- Other funders	6,756	-	6,756	6,756
	<u>24,756</u>	<u>840</u>	<u>25,596</u>	<u>7,356</u>
Donations, including gift aid	18,956	-	18,956	17,583
	<u>£ 43,712</u>	<u>£ 840</u>	<u>£ 44,552</u>	<u>£ 24,939</u>

3. INVESTMENT INCOME

	2025 £	2024 £
Interest receivable from:		
Cash at bank	£ Nil	£ Nil

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2025 £	<i>Total 2024 £</i>
Charitable activities					
PRU	8,709	40,546	24,871	74,126	59,712
Mentoring	16,363	83,714	51,351	151,428	177,252
Summer projects	6,396	3,081	1,890	11,367	-
Youth Club	-	-	-	-	12,722
	<u>31,468</u>	<u>127,341</u>	<u>78,112</u>	<u>236,921</u>	<u>249,686</u>
Fundraising costs	-	6,429	3,944	10,373	11,813
Support & governance costs	32,019	50,037	(82,056)	-	-
	<u>£ 63,487</u>	<u>£ 183,807</u>	<u>£ Nil</u>	<u>£ 247,294</u>	<u>£ 261,499</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 August 2025

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2024 £
<i>Charitable activities</i>				
PRU	7,837	29,081	22,794	59,712
Mentoring	92,416	47,558	37,278	177,252
Youth Club	512	6,845	5,365	12,722
	<u>100,765</u>	<u>83,484</u>	<u>65,437</u>	<u>249,686</u>
Fundraising costs	-	6,622	5,191	11,813
Support & governance costs	21,492	49,136	(70,628)	-
	<u>£ 122,257</u>	<u>£ 139,242</u>	<u>£ Nil</u>	<u>£ 261,499</u>

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Salary costs				
Wages and salaries	133,877	-	133,877	109,820
Social security costs	2,694	-	2,694	4,331
Employer pension	2,775	-	2,775	2,123
	<u>139,346</u>	<u>-</u>	<u>139,346</u>	<u>116,274</u>
Other staffing costs				
Consultancy	44,462	-	44,462	22,968
	<u>£ 183,808</u>	<u>£ Nil</u>	<u>£ 183,808</u>	<u>£ 139,242</u>

The average weekly number of staff on a head count basis was 4 (2024 - 4).

No staff received payments in excess of £60,000 (2024 - the same).

The total employee benefits of the key management personnel were £33,440 (2024 - £32,265).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2025

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2024 - the same).

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2025	2024
	£	£
Governance costs:		
Independent Examiner's fee	720	720
Other governance costs	34	-
Dues and subscriptions	5,055	795
Premises hire	186	-
Resources	595	186
Payments to partner organisations	-	-
Insurance Expense	1,532	1,483
General office costs	1,629	581
Postage and Delivery	95	20
Rent expense	-	6,000
Computer and Internet Expenses	15,040	6,143
Telephone	887	891
Travel	-	11
Staff DBS Check	216	527
Software	-	-
Staff training	2,025	373
Stationery	-	87
Staff meetings	210	-
Staff entertainment	1,647	1,413
Advertising/Promotional	2,146	2,262
Staff support costs	50,037	49,136
	£ 82,056	£ 70,628

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2025

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Accruals	720	720
Taxation and social security	611	1,634
Pension control	1,174	1,120
Net pay control	205	205
	<u>£ 2,710</u>	<u>£ 3,679</u>

10. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers and investment gains/(losses)	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
Jack Petchey Foundation	-	840	(840)	-	-
	<u>£ Nil</u>	<u>£ 840</u>	<u>£ (840)</u>	<u>£ Nil</u>	<u>£ Nil</u>
SUMMARY OF FUNDS					
General Funds	62,549	233,465	(246,454)	-	49,560
Restricted Funds	-	840	(840)	-	-
	<u>£ 62,549</u>	<u>£ 234,305</u>	<u>£ (247,294)</u>	<u>£ Nil</u>	<u>£ 49,560</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds	General Funds	Funds	Funds
	£	£	£	£
Net current assets	-	49,560	-	49,560
	<u>£ Nil</u>	<u>£ 49,560</u>	<u>£ Nil</u>	<u>£ 49,560</u>

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2024

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	12
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

For the year ended 31 August 2024

Trustees	George Berry (Chair) Sam Akinluyi (resigned 21 June 2024) Sophia Barker Elizabeth Broderick Michael Cary
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	38b Uverdale Road London SW10 0SR
Independent examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2024. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually and due to an another successful year financially we have been able to increase the salary of the Chief Executive to a more competitive rate. We hope to increase it further next year again if funds allow. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

This year was our first full year at Caius House, and allowed us to engage a greater number of young people due to the increase in space and facilities. Our main focus for the year was the growth in our alternative provision (AP) offer for schools and local authorities, alongside continuing the delivery of the Learn2Live project for Francis Barber PRU. We also partnered with Caius House to support the delivery of their weekly after school Football and Food project.

Again this year we were unable to deliver a summer residential due to capacity issues but we aim to change that in the summer of 2025.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

Our Learn2Live sessions with our PRU young people saw the largest number of young people referred to us since we began this project back in 2007. This year, 53 young people were referred, 41 of those actually attended. Our average attendance was again 5 young people per session, same as last year. Our biggest session was 10 young people attending, but having a session of that many actually makes it less effective as the pupils struggle to fully focus and engage when the number attending is that high.

Being based at Caius House gave us a number of advantages when planning Learn2Live sessions:

- Having a sports hall on site made it much easier with delivering the sport aspect of the sessions.
- Having a gym allowed us to add those sessions to the plans, as well as using the gym sometimes as a 'breakout' space when certain young people needed it.
- The large kitchen made it much easier with cooking sessions and allowed us to be more adventurous in a recipe choices.
- Having access to more rooms to deliver activities also meant that the team could split, with 2/3rds delivering the PRU sessions while the AP and tuition sessions could happen simultaneously. This would not have been possible at St Marks and is a huge reason for the growth this year.

As the year progressed we did notice two key challenges with being at Caius:

- Some of our PRU pupils actually found the space too large, meaning it became a distraction for them as there were more places they could try and hide and disturb other sessions.
- The café space and the sofa's downstairs became an issue, where again some young people would use it as an opportunity to not engage in the session and refuse to move. In addition, when the young people were fully engaging downstairs, the noise could get too much for some of the other users of the building.

We did find some solutions to these issues, but not all of them.

Overall, there were lots of positives about the Learn2Live sessions this year; many of the off-site sessions were a success; the PSHE sessions brought good discussions; as always some of the relationships we built with the young people became solid and we believe is part of the reason why many of the PRU young people appeared to behave more positively with us compared to their behaviour at Francis Barber.

Key challenges this year was the poor attendance and punctuality of some of the pupils, and these were often the more vulnerable who would have found greater benefit from our sessions. The Friday group in particular were a challenge due to the lack of consistency of attendance, making it harder for us to impact them with content of the sessions as well as the relationships they could have built with the team.

Lean on me has now become our Alternative Provision offer for schools and local authorities, and is therefore becoming more structured in its plans as we look to establish a curriculum that develops the essential skills that our beneficiaries need, while offering some key aspects of the mainstream curriculum.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

As with Learn2Live, our Alternative Provision (Lean on Me) had its biggest year to date with 40 young people referred, 36 of whom attended. This means across the two projects we had 93 young people referred, 77 of whom attended. A huge year for Future Skills!

As always the referrals were wide ranging in need, age, and requirements. Due to some of the children being with us for several months it felt like we always had a core group throughout the year, with other young people coming and going as per their referrals. This actually helped with settling in new pupils as they were joining a group who were already used to how we work, the structure and our expectations.

The sessions had key components - cooking, sport, off-site cultural trips, team games – but as well as that we also became more intentional and structured around the PSHE content as well as responding to input and ideas from the young people themselves. In addition to this we also added more regular reflection time to allow the pupils to reflect on their experiences and identify what they were learning and how they were developing as people.

A high percentage of our AP pupils also received tuition from our partners Young Giants and Harrison Allen. Again the facilities at Caius House allowed us to tutor several young people at once, and we also were able to have some of the pupils work together in these lessons, which was more cost effective as well as positive for the pupils.

I would like to thank all the tutors that worked with us this year, some of you worked with some really challenging young people, but you persevered and were part of giving them a positive learning experience, which some of them had not had for some time.

It was a privilege to support four year 11s this year, all with different reasons as to why they were not in school. They were receiving a large amount of tuition in maths, English and science, to prepare them to sit their GCSE's. Three of them sat their exams in school, but one of them actually sat their exams with us as she refused to attend school. This is testament to the partnerships that we have developed with some of the schools in the borough.

As already mentioned, we partnered with Caius House to deliver the Wednesday night Football and Food project. On average 10 – 20 year 7 and 8 children came from local schools for a 90 minute football session delivered by Ren, who works across the borough, we then provided the hot meal after the football. It was great to be involved in this vital weekly activity for these local children.

This year we had a considerable amount of changes to the staff team. In September Anna M left us to study and work abroad. This is initially for 12 months but may get extended to 18 months. We welcomed Jubera in October and Celil in November, however we had to extend their probationary period by an additional three months, and unfortunately, they did not complete that probationary period and were let go in April. Anna D finished the maternity cover in March as Saida returned from maternity leave. We wish to thank Anna for all her hard work while she was with us, and wish her all the best. Jerome returned to us this year on a freelance basis to enable him to pursue his acting career alongside working for FST. Alliah also returned to us on a freelance basis. We welcomed Eyrusalem right at the end of the year in August and look forward to seeing how she settles into the team in the new year.

Due to the high volume of work we were fortunate to call upon the help of Divina and Tyra, who are part of the Caius House team, to support some of the sessions. Phil also enlisted the support of Simone, someone who Phil has worked with over many years to work with some of our AP pupils.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

Throughout the year we have continued to work on recruitment as we seek to expand the youth work team as well as recruit for our own teacher to deliver the maths and English part of the curriculum in house.

One of the main considerations for the Trustees this year has been how Future Skills and Caius House expand and package the Alternative Provision offer. As part of this process we continued working with Mission Growth, to help us develop our Theory of Change, and produce a Case for Support. This process was hugely positive, drawing together lots of thoughts and ideas, and honing them into what exactly is the offer and how do we resource it.

Alongside the work with Mission Growth, Phil and Del (Caius CEO) worked with Aaron Barbour (Ex CEO of Katherine Low Settlement in Battersea), to produce a business proposal to present to Wandsworth Council for the Alternative Provision expansion at Caius House. Again a really valuable process working out the detail of the offer and how it would work.

This work with Aaron was connected to the on-going discussions that Youth Battersea have been having with senior members of the Local Authority about a closer working partnership. These discussions continue into the next year.

A huge challenge that we had to deal with this year was when FST failed its Quality Assurance visit in November. This is the first time that FST has ever failed a visit, but it highlighted what a big change it was moving from St Marks to Caius House, and how quickly and organically the work has grown. Although this meant that some schools did not refer pupils during for a few months while we made the necessary changes to processes and procedures, there remained enough referrals for finances to not be drastically impacted. We wish to thank Oliver Dunn from Wandsworth for his support in helping FST make the necessary changes to become compliant again and also to Del and the team at Caius House for their huge support during this time. We successfully passed our re-inspection in April, which was good news for us and for our schools.

There was one big change on the Trustee Board this year. After 10 years our current Chairman Sam Akinluyi resigned. Although tinged with sadness, we are so grateful for all the effort, support, energy and wisdom that Sam has brought to the board over all these years, and particularly Phil our CEO is hugely thankful for all the support Sam has given him over the years. We wish Sam all the very best for the next phase of his life.

This year was not a good year for charitable grants, only receiving one grant of £6,000. This is partly due to not having as much capacity this year to apply for grants due to the level of work generated by the increase in referrals from our stakeholders. We were however again underpinned by the faithful giving of a few wonderful individuals, many of whom has been giving monthly for many years.

We wish to thank again this year Investment Quorum for their regular donation as well as Euromonitor International for their generous donation through their staff scheme.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

Our activities in numbers

This year was again our biggest to date as we continued to grow with more referrals from Francis Barber as well as schools in Wandsworth and Merton and referrals from Wandsworth LA. In total we had 93 young people referred, 77 who actually attended. 80% of those who attended either achieved a positive outcome or will continue with us next year.

The breakdown of outcomes for those pupils who attended during the year were:

- 20 young people remained in mainstream education
- 14 young people returned to mainstream school
- 11 young people successfully transitioned into year 11 in Francis Barber
- 3 young people progressed to full time alternative provision
- 1 young person progressed to further education (college)
- 13 young people, attendance was too low for any impact
- 2 young people achieved no outcome
- 13 young people we continue to support in 24/25

Learn2Live

Learn2Live had a big year with 49 young people referred. 38 pupils attended, we delivered 73 sessions with an average attendance of 5 pupils per session.

A challenging year this year in terms of outcomes. 4 pupils from our group left the PRU to return to mainstream education, and one progressed to Alternative Education. We worked with 11 year 10's who will move into year 11 at Francis Barber, so we will no longer be working with them. 12 of the pupils we will continue to support next year.

Lean on Me/Alternative Provision

Lean on Me had a huge year this year with 44 young people referred, 39 of whom attended, our biggest year to date. We only supported two primary aged children this year, the rest were all secondary aged.

Our biggest success story was the 20 pupils that we worked with to support them staying in their mainstream schools and preventing their exclusion.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

Football and Food

This year we supported the Football and Food project at Caius House. We had between 10 and 20 young people attend every week.

Holiday Activities

This year we decided not to deliver any summer holiday activities and allowed Phil to take all of August off for a well-deserved break!

Below is the breakdown of our key performance indicators against last year's results:

Project	Outcomes v last year	Commentary
Learn2Live	38 attendees (no change v LY) 28 regularly impacted (+ 7% v LY) 62% of leavers re-engaged with education or progressed to year 11 (- 34% v LY)	Another small increase in the number of young people regularly impacted. Quite a reduction in the % of leavers re-engaging (although still a good % for the cohort). This year was particularly challenging with some of the pupils referred from Francis Barber. Also seeing the pupils only once per week hampers our ability to effect change.
Lean on Me	39 children and young people mentored (+ 26% v LY) 38 leavers (+ 39%v LY) 87% of those who completed mentoring achieved a positive outcome (+ 15% v LY) 10 returned to mainstream education, 2 progressed to alternative ed, 1 to further education and 20 remained in education. 1 we are continuing to support and 3 yp didn't achieve a positive outcome.	An increase in referrals again this year. Great to achieve the same 74% positive outcome which is down to the dedication and hard work of our staff along with good partnership working with other professionals
After school provision	10 – 20 young people attended Football and Food every week.	First year involved in this so have no comparison.
Residential	No residential or other summer activities this year.	A rest for all the staff

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £17,089 (2023 - net income of £43,775), details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £278,588, an increase of £41,196 on the previous year, and total expenditure amounted to £261,499, an increase of £67,882 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £65,000. At the year end, the charity had unrestricted reserves of £62,549, which is marginally below the required level.

This year we finished with a good level of reserves for the first time in a long time. The huge increase in paid for referrals alongside the grants we received has put us in a much stronger financial position than recent years. We look forward to this situation continuing as we work towards further growth.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

This year saw the increased growth that we anticipated last year, due to the greater capacity at Caius House and our good reputation being maintained due to the effective way the staff engage and support the young people.

We look forward to further growth next year as we begin to work towards an expanded Alternative Provision offer and then potential registration as a school.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

PLANS FOR FUTURE PERIODS

During 2024/25 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

We have 4 main areas of focus in the next year and beyond:

1. Curriculum development – following the passing of the Quality Assurance visit, we are working on further development of the whole curriculum that we deliver to ensure it is teaching and developing the young people in the most effective way.
2. Financial growth and stability – having maintained a good level of reserves, we aim to grow Future Skills further so that we can offer improved staff salaries to ensure a high quality and more stable staff team.
3. To further develop the Alternative Provision proposal so that we can continue to work towards school registration in the future and be able to take on full time pupils.
4. Grow the board of trustees – we look forward over the next year or two to welcoming another two or three new board members, to further strengthen the governance and growth of Future Skills.

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2024

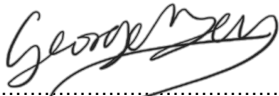
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on 28 May 2025 and signed on their behalf by:



.....
George Berry
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2024

I report on the accounts of the charity for the year ended 31 August 2024 set out on pages 14 to 23.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2024

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the exitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Charles Ssempijja, FCA
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

Date: 29 May 2025

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
INCOME FROM							
Donations and legacies	2	24,939	-	24,939	49,880	-	49,880
Charitable activities							
PRU & Mentoring		253,472	-	253,472	187,183	-	187,183
Investments	3	-	-	-	-	-	-
Other		177	-	177	329	-	329
TOTAL INCOME		278,588	-	278,588	237,392	-	237,392
EXPENDITURE ON:							
Charitable activities	4						
PRU		59,712	-	59,712	54,212	-	54,212
Mentoring		177,252	-	177,252	109,760	-	109,760
Infuse		-	-	-	12,797	-	12,797
Summer projects		-	-	-	5,971	-	5,971
Youth Club		12,722	-	12,722	-	-	-
		249,686	-	249,686	182,740	-	182,740
Raising funds	4	11,813	-	11,813	10,877	-	10,877
TOTAL EXPENDITURE		261,499	-	261,499	193,617	-	193,617
NET MOVEMENT IN FUNDS		17,089	-	17,089	43,775	-	43,775
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 SEPTEMBER 2023		45,460	-	45,460	1,685	-	1,685
TOTAL FUNDS AT 31 AUGUST 2024		£ 62,549	£ Nil	£ 62,549	£ 45,460	£ Nil	£ 45,460

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET

As at 31 August 2024

	Notes	£	2024 £	£	2023 £
CURRENT ASSETS					
Cash at bank and in hand		66,228		48,050	
CREDITORS: amounts falling due within one year					
	9	(3,679)		(2,590)	
NET CURRENT ASSETS			62,549		45,460
NET ASSETS			£ 62,549		£ 45,460
FUNDS					
Unrestricted funds:					
General fund	10		62,549		45,460
			£ 62,549		£ 45,460

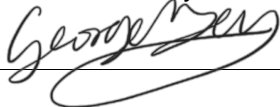
The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on 28 May 2025 and signed on their behalf by:-



GEORGE BERRY, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2024

	2024		2023	
	£	£	£	£
Cash flows from operating activities		17,089		43,775
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	-		48	
Increase/(decrease) in creditors	1,089		1,145	
		1,089		1,193
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		18,178		44,968
Cash and cash equivalents at the beginning of the year		48,050		3,082
Cash and cash equivalents at the year end		66,228		48,050

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	<i>Total Funds 2023 £</i>
Grant income				
- Jack Petchey Foundation	600	-	600	-
- NHS Inequalities Fund	-	-	-	16,500
- Other funders	6,756	-	6,756	6,756
	<u>7,356</u>	<u>-</u>	<u>7,356</u>	<u>23,256</u>
Donations, including gift aid	17,583	-	17,583	26,624
	<u>£ 24,939</u>	<u>£ Nil</u>	<u>£ 24,939</u>	<u>£ 49,880</u>

3. INVESTMENT INCOME

	2024 £	2023 £
Interest receivable from:		
Cash at bank	£ Nil	£ Nil

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2024 £	<i>Total 2023 £</i>
Charitable activities					
PRU	7,837	29,081	22,794	59,712	54,212
Mentoring	92,416	47,558	37,278	177,252	109,760
Infuse	-	-	-	-	12,797
Summer projects	-	-	-	-	5,971
Youth Club	512	6,845	5,365	12,722	-
	<u>100,765</u>	<u>83,484</u>	<u>65,437</u>	<u>249,686</u>	<u>182,740</u>
Fundraising costs	-	6,622	5,191	11,813	10,877
Support & governance costs	21,492	49,136	(70,628)	-	-
	<u>£ 122,257</u>	<u>£ 139,242</u>	<u>£ Nil</u>	<u>£ 261,499</u>	<u>£ 193,617</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2023 £
<i>Charitable activities</i>				
PRU	7,125	33,168	13,919	54,212
Mentoring	71,435	26,996	11,329	109,760
Infuse	120	8,930	3,747	12,797
Summer projects	538	3,827	1,606	5,971
	<u>79,218</u>	<u>72,921</u>	<u>30,601</u>	<u>182,740</u>
Fundraising costs	-	7,662	3,215	10,877
Support & governance costs	9,577	24,239	(33,816)	-
	<u>£ 88,795</u>	<u>£ 104,822</u>	<u>£ Nil</u>	<u>£ 193,617</u>

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Salary costs				
Wages and salaries	109,820	-	109,820	94,270
Social security costs	4,331	-	4,331	2,545
Employer pension	2,123	-	2,123	1,803
	<u>116,274</u>	<u>-</u>	<u>116,274</u>	<u>98,618</u>
Other staffing costs				
Consultancy	22,968	-	22,968	6,205
	<u>£ 139,242</u>	<u>£ Nil</u>	<u>£ 139,242</u>	<u>£ 104,823</u>

The average weekly number of staff on a head count basis was 4 (2023 - 4).

No staff received payments in excess of £60,000 (2023 - the same).

The total employee benefits of the key management personnel were £33,440 (2023 - £32,265).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2023 - the same).

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2024	2023
	£	£
Governance costs:		
Independent Examiner's fee	720	720
Dues and subscriptions	795	510
Resources	186	474
Payments to partner organisations	-	-
Insurance Expense	1,483	783
General office costs	581	975
Postage and Delivery	20	9
Rent expense	6,000	-
Computer and Internet Expenses	6,143	4,350
Telephone	891	766
Travel	11	-
Staff DBS Check	527	51
Software	-	81
Staff training	373	297
Stationery	87	-
Staff meetings	-	7
Staff entertainment	1,413	442
Advertising/Promotional	2,262	112
Staff support costs	49,136	24,239
	<u>£ 70,628</u>	<u>£ 33,816</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Accruals	720	720
Taxation and social security	1,634	723
Pension control	1,120	933
Net pay control	205	214
	<u>£ 3,679</u>	<u>£ 2,590</u>

10. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers and investment gains/(losses)	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
Wandsworth HAF	-	-	-	-	-
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>
SUMMARY OF FUNDS					
General Funds	45,460	278,588	(261,499)	-	62,549
Restricted Funds	-	-	-	-	-
	<u>£ 45,460</u>	<u>£ 278,588</u>	<u>£ (261,499)</u>	<u>£ Nil</u>	<u>£ 62,549</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds
	Designated Funds	General Funds	Restricted Funds	£
	£	£	£	£
Net current assets	-	62,549	-	62,549
	<u>£ Nil</u>	<u>£ 62,549</u>	<u>£ Nil</u>	<u>£ 62,549</u>

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2023

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	12
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

For the year ended 31 August 2023

Trustees	Sam Akinluyi (Chair) Sophia Barker George Berry (appointed 21 March 2023) Elizabeth Broderick Michael Cary (appointed 31 July 2023) Maureen Waweru (resigned 30 May 2023)
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	c/o St Marks Church Battersea Rise London SW11 1EJ
Independent examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2023. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually and due to a very successful year financially we have been able to increase the salary of the Chief Executive to a more competitive rate. We hope to increase it further next year again if funds allow. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

This year was a year of huge change, moving from our home of 16 years St Marks Church, to Caius House in Battersea, less than a mile from St Marks. We moved during the Easter holidays and began delivering all our alternative provision from 17th April 2023. This obviously meant some change to what and how we delivered, however we began this year still delivering the 4 main projects below:

1. Learn2Live – a life skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one and small group mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social, and relational focussed goals.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

3. Infuse – a weekly youth club and café open to any young person aged 11 – 18. We provide a safe place for young people to have fun and express themselves, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition, we offer volunteering opportunities for the young people.
4. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

One of the immediate changes made due to moving to Caius was the ceasing of Infuse. Instead of delivering Infuse the team will work with the youth team of Caius House to develop and deliver the after-school programme on site.

Another decision we made this year was to not deliver any Wandsworth HAF funded projects independently of our Youth Battersea Partners mainly due to the admin burden.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

The **Learn2Live** sessions with our PRU young people were the usual mix of success and challenge. We actually **had our largest number of young people referred from Francis Barber ever with 38 young people referred**. Obviously the move to Caius House during Easter brought both new opportunities and new challenges as we adjusted to delivering this core project in a new building. Caius House allows us to provide a broader on-site experience with the kitchen, sports hall, gym and other facilities however its much bigger size comes with its challenges of managing the movement and behaviour of the young people.

The content of the sessions remained hugely varied including cooking, badminton, budgeting, visiting the newly opened Battersea Power Station, drama activities, rock climbing etc. We delivered a session looking at what skills you need in life, this worked very well with our more mature pupils, as did the discussion on future plans and cv writing. Mafia was very popular, often the pupils asking to play it. Skating was particularly good this year, pushing a number of the young people out of their comfort zones. **It's also been encouraging this year to see some of our pupils develop more independence**. It can be a huge issue sometimes when the young people just follow each other in their thinking and behaviour, but some of our year 9 and 10 pupils have increasingly demonstrated a higher level of independence.

Most of the young people engaged well in the PSHE sessions we ran, looking at knife crime and appropriate behaviour. Again, many of them had good discussions with us when we were talking about mental health. There does seem to be a growing willingness to share more about this topic. Being at Caius House allowed us to do some more art-based sessions, including a successful Tie Dye T-shirt session as well as use the gym as an extra opportunity to develop some fitness.

One of the challenges that seems to be growing is attendance and punctuality. We actually had a couple of sessions where we only had one young person attend. Although this is not good from an attendance perspective, **those sessions were very successful with the pupils engaging really well in the sessions and hugely benefitting from the space and attention given**.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

One thing we did this year a couple of times, which we haven't done for a long time was take the young people out to eat. It was hugely encouraging that they behaved well enough for us to do this and some of them appreciated the experience. It was also interesting to see the social learning that was happening as one or two of them struggled with aspects of the experience.

As staff have been reflecting on the PRU young people one of the points raised has been the desire to work with some of the pupils more regularly. We only see the pupils once per week, and with the Tooting group being split in two we only see them for half term periods at a time. This means that our impact is not as powerful and long lasting as it could be if we see the pupils more. Staff have also been raising concerns over the slow development of some of the pupils that we have known for some time, and are concerned about those pupils destinations. Unfortunately, there is not the budget from the Local Authority for us to work with

Lean on Me again had its busiest year to date, **supporting 28 children and young people**, 3 of those were primary-aged children and 25 secondary-aged. As with Learn2Live the move to Caius House greatly impacted the number of young people we could support and the activities we could offer. It shows the level of need in Wandsworth (and beyond). The needs and situations of the children referred was as broad as ever, meaning that the staff team needed to bring all of their varied experiences and skills to support and develop the young people. Also the requests for the type of intervention hugely varied ranging from 1 hour per week in school support for a year 6 pupil, to short term full time support for two year 11 boys to enable them to maintain their school place and engage in enough learning to be able to successfully sit their GCSE

Again, we worked in partnership with Harrison Allen and Young Giants tuition services so we could deliver the core subject lessons. We would like to thank all the tutors for their patience and hard work.

The content of the sessions maintained the usual mix of cooking, of-site trips around London, sport (some of which could be delivered on-site when we moved), PSHE sessions, games, critical thinking tasks and much more. Due to the growth in the number of referrals throughout the year, the mentoring support was delivered more in small groups rather than 1 to 1. This brought its own challenges due to the diverse needs sometimes in the groups.

The impact we were able to have on the majority of the young people we supported showed how effective this approach continues to be and how powerful the relationships we have with them can

We were reminded again this year that sometimes there are young people that unfortunately we are not equipped to successfully support. We had one year 7 pupil referred to us whose needs were quite extreme and behaviour became very challenging so we had to make the decision to terminate the placement. This was not an easy decision to make, but one that was correct and we learned from.

Infuse had its most challenging year this year. Attendance was very low and although with the young people who came we had good sessions with real conversation and lots of fun, we needed to put a lot more resources into promoting it but were not able to dedicate the resources needed. When FST moved to Caius House, this meant that we no longer ran Infuse but began to support the after school provision at Caius, working together with the youth team already here.

During the summer the staff joined with the Caius House staff to support the **Wandsworth HAF (Holiday and Food) project** that Caius were delivering. This was 4 weeks of 4 days per week activities including sport, craft, off-site trips for up to 25 young people. This was successful with good attendance and great

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

Away from programme delivery there were a few themes that we the trustees were supporting on. First of all again this year we had some staffing challenges to deal with. We employed Anna and Shem during the year as new youth support workers as Jerome and Alliah both left us. As the year progressed and we increased the number of young people we worked with we realised we needed to expand the team further to cope with the increased demand. In addition Saida went on maternity leave so we employed another Anna as maternity cover. As part of this discussion we have been considering the whole structure of the staff team and are looking into the possibility of recruiting teaching staff of our own.

As a board we want to see a more stable staff team and recognise that one of the issues affecting staff is the salary level. With the increased income due to the growth in referrals we are continually assessing the salaries paid and are planning to increase them across the staff team to make it more attractive for staff to stay with FST for longer. We also want to communicate better the additional benefits that staff receive (additional holiday, professional development opportunities, some paid for lunches) to encourage staff to

In addition, anecdotally it seems that there are fewer potential candidates wanting to do the kind of work that we do at FST. Nationally there are less recognised qualifications being offered by Further and Higher Education establishments that would lead people into this line of work, so again we need to ensure that working for Future Skills is an attractive offer. Part of this is ensuring that staff are well supported and also see the impact of the work they do so are encouraged by working at Future Skills.

We are continuing to consider the long term financial stability of Future Skills. This year ended as a very good year financially due to the large increase in referrals, that was partly impacted by our move to Caius House. We are also considering the situation with Francis Barber PRU as at present they seem unable to increase the amount they pay for our programme with them, so we are looking into the possibility of reducing the amount of time the young people attend, so that we can increase referrals from other stakeholders.

As part of this longer term financial strategy, we are changing our pricing structure to a daily rate which is more attractive to schools and LA's. In addition we are working with <https://www.missiongrowth.co.uk/> to help us develop a Theory of Change document that will allow us to better communicate with potential new stakeholders and also assist us with some fundraising to raise an additional £30,000. If we can raise this income this will also assist us with the aim of paying more competitive salaries in order for us to better recruit

As a board we are helping Phil to explore what a full time offer looks like. Having done some initial research this will mean registering Future Skills as a school, but beyond that we are exploring what it looks like in practice without us just becoming another PRU. This is going to take some careful thought, but we look forward to modelling the different options.

Now that FST has moved and settled at Caius House, it is important to note the basis of the relationship between the two organisations. We plan to work together on an expansion of the Alternative Provision offer that Future Skills was previously delivering independently. This will not mean that either organisation will have significant influence over the other, we will maintain our individual autonomy whilst working closely together to deliver the best Alternative Provision we can. To this end we will devise a Service Level Agreement that sets out the roles and responsibilities of the staff involved and makes clear the parameters

It's been an exciting year on the board of trustees with two new appointments this year, George Berry and Michael Cary. They both bring a wealth of different business experience that will be invaluable in this new phase of FST's journey. We are sad to say goodbye to Maureen this year but wish her well.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

This year was a little more successful with grants compared to last year. We would like to thank the Garfield Weston Foundation for the £5000 grant awarded to us to help support our work. In addition as part of a joint Youth Battersea Minds proposal to the NHS Inequalities Fund we received an £8500 grant and an £8000 grant during the year towards our therapeutic sessions and our sessions with a mental health focus, which a lot of our sessions have.

We again would like to thank our regular donors, who faithfully give on a monthly basis. As all charities say, these monthly donations make a huge difference to the sustainability of our work. We are thankful to Investment Quorum who have donated £4200 during the year.

Our activities in numbers

This year was our busiest year to date which was made possible by our move to Caius House as previously mentioned. All the team involved worked very hard to support all the children and manage the transition to a new site.

Learn2Live

This year was our busiest year ever with 38 young people referred from Francis Barber. We delivered 72 sessions with an average attendance of 5 young people per session. Out of the 38 pupils, we impacted 26 of them as 12 of them their attendance was less than 4 sessions.

Out of the 26 pupils, 54% of them stayed on at Francis Barber to move into year 11, 8% returned to mainstream education, 35% of them we are continuing to support next year and 3% there was no outcome.

Lean on Me

This year we mentored 29 young people, which just like Learn2Live, was our biggest annual number of referrals. 26 of those were secondary aged, and only 3 were primary aged.

Out of those beneficiaries who finished their time with us, 35% returned to mainstream education, 9% progressed to Alternative Education, 4% went on to Further Education, and 26% remained in mainstream education. 13% of the young people's attendance was below 4 sessions and the remaining 13% there was no positive outcome. This means again this year 74% of those we mentored achieved a positive outcome.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

Infuse

This was the last year of running Infuse after 13 years! Unfortunately, it was our most challenging year. We delivered 17 sessions between September and Easter with a total of 6 young people attending.

Holiday Activities

During the summer of 2023 we partnered with Caius House to support the delivery of the Holiday and Food project. Together we delivered 4 days per week of activities over 4 weeks with a total of 35 young people attending over that 4-week period. A huge success and a joy to work together with Caius House on this

Below is the breakdown of our key performance indicators against last year's results:

Project	Outcomes v last year	Commentary
Learn2Live	38 attendees (+ 24% v LY) 26 regularly impacted (+ 16% v LY) 94% of leavers re-engaged with education or progressed to year 11 (+ 21% v LY)	Another large increase in numbers attending and a smaller increase in those impacted. We are really pleased with the 94% positive outcome, it shows the power of good partnership work.
Lean on Me	29 children and young people mentored (+ 21% v LY) 23 leavers (+ 18%v LY) 74% of those who completed mentoring achieved a positive outcome (same as LY) 8 returned to mainstream education, 2 progressed to alternative ed, 1 to further education and 6 remained in education. 6 we are continuing to support and 3 yp didn't achieve a positive outcome.	An increase in referrals again this year. Great to achieve the same 74% positive outcome which is down to the dedication and hard work of our staff along with good partnership working with other professionals
Infuse	Delivered 17 sessions this year. 6 young people attended.	Infuse' final year, onto new and exciting things at Caius House.
Residentials	No residential again this year but partnered with Caius House, supporting their HAF project in summer 2023. 16 days of activities were delivered over 4 weeks, 35 young people attended over the 4 weeks.	A really successful summer and brought the two teams of FST and Caius House closer together.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £43,775 (2022 - net expenditure of £14,365), details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £237,392, an increase of £105,145 on the previous year, and total expenditure amounted to £193,617, an increase of £47,005 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £48,000. At the year end, the charity had unrestricted reserves of £45,460, which is below the required level.

This year we finished with a good level of reserves for the first time in a long time. The huge increase in paid for referrals alongside the grants we received has put us in a much stronger financial position than recent years. We look forward to this situation continuing as we work towards further growth.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The trustees are hugely grateful for our regular donors who have remained faithful over years. The increase in the number of referrals this year shows the need in Wandsworth and beyond for our services and this does not look like reducing in the next few years due to the smaller number of alternative providers in South

Our relationships with schools and the local authority in Wandsworth is very strong and is part of the reason for the growth this year. The move to Caius House and the need for our provision gives the trustees great hope for more growth in 2023/24.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

PLANS FOR FUTURE PERIODS

During 2023/24 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

We have 3 main areas of focus in the next year and beyond:

1. Financial growth and stability – having now reached a good level of reserves, we aim to maintain that as the norm, and grow Future Skills further so that the charity has long term stability.
2. Explore the opportunity to offer full time placements for young people, which will include school registration and possible exam centre status.
3. Grow the board of trustees – we look forward over the next year or two to welcoming another two or three new board members, to further strengthen the governance and growth of Future Skills.

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2023

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on 13 May 2024 and signed on their behalf by:

.....
Sam Akinluyi
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2023

I report on the accounts of the charity for the year ended 31 August 2023 set out on pages 14 to 23.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2023

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the exitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Charles Ssempijja, FCA
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

Date:

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2023

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
INCOME FROM							
Donations and legacies	2	49,880	-	49,880	17,974	-	17,974
Charitable activities							
PRU & Mentoring		187,183	-	187,183	114,011	-	114,011
Investments	3	-	-	-	-	-	-
Other		329	-	329	262	-	262
TOTAL INCOME		237,392	-	237,392	132,247	-	132,247
EXPENDITURE ON:							
Charitable activities	4						
PRU		54,212	-	54,212	30,145	4,400	34,545
Mentoring		109,760	-	109,760	77,167	-	77,167
Infuse		12,797	-	12,797	13,696	-	13,696
Battersea Lions		-	-	-	-	-	-
Summer projects		5,971	-	5,971	6,086	-	6,086
Wandsworth HAF		-	-	-	840	-	840
		182,740	-	182,740	127,934	4,400	132,334
Raising funds	4	10,877	-	10,877	14,278	-	14,278
TOTAL EXPENDITURE		193,617	-	193,617	142,212	4,400	146,612
NET MOVEMENT IN FUNDS		43,775	-	43,775	(9,965)	(4,400)	(14,365)
RECONCILIATION OF FUNDS							
TOTAL FUNDS AT 1 SEPTEMBER 2022		1,685	-	1,685	11,650	4,400	16,050
TOTAL FUNDS AT 31 AUGUST 2023		£ 45,460	£ Nil	£ 45,460	£ 1,685	£ Nil	£ 1,685

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET

As at 31 August 2023

	Notes	£	2023 £	£	2022 £
CURRENT ASSETS					
Prepayments and other debtors		-		48	
Cash at bank and in hand		48,050		3,082	
		<u>48,050</u>		<u>3,130</u>	
CREDITORS: amounts falling due within one year					
	9	(2,590)		(1,445)	
NET CURRENT ASSETS			45,460		1,685
NET ASSETS		<u>£</u>	<u>45,460</u>	<u>£</u>	<u>1,685</u>
FUNDS					
Restricted funds	10		-		-
Unrestricted funds:					
General fund	10		45,460		1,685
		<u>£</u>	<u>45,460</u>	<u>£</u>	<u>1,685</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on 13 May 2024 and signed on their behalf by:-

SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2023

	<u>2023</u>		<u>2022</u>	
	£	£	£	£
Cash flows from operating activities		43,775		(14,365)
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	48		(48)	
Increase/(decrease) in creditors	<u>1,145</u>		<u>(2,065)</u>	
		1,193		(2,113)
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<u>44,968</u>		<u>(16,478)</u>
Cash and cash equivalents at the beginning of the year		3,082		19,560
Cash and cash equivalents at the year end		<u><u>48,050</u></u>		<u><u>3,082</u></u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Grant income				
- Wandsworth Borough Council	-	-	-	4,134
- Battersea Crime Prevention Panel	-	-	-	231
- NHS Inequalities Fund	16,500	-	16,500	1,150
- Other funders	6,756	-	6,756	-
	23,256	-	23,256	5,515
Donations, including gift aid	26,624	-	26,624	12,459
	£ 49,880	£ Nil	£ 49,880	£ 17,974

3. INVESTMENT INCOME

	2023 £	2022 £
Interest receivable from:		
Cash at bank	£ Nil	£ Nil

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2023 £	Total 2022 £
Charitable activities					
PRU	7,125	33,168	13,919	54,212	34,545
Mentoring	71,435	26,996	11,329	109,760	77,167
Infuse	120	8,930	3,747	12,797	13,696
Battersea Lions	-	-	-	-	-
Summer project	538	3,827	1,606	5,971	6,086
Wandsworth HAF	-	-	-	-	840
	79,218	72,921	30,601	182,740	132,334
Fundraising costs	-	7,662	3,215	10,877	14,278
Support & governance costs	9,577	24,239	(33,816)	-	-
	£ 88,795	£ 104,822	£ Nil	£ 193,617	£ 146,612

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

<i>Prior year</i>	<i>Direct costs</i>	<i>Staff / consultant costs</i>	<i>Support & governance costs</i>	<i>Total 2022</i>
	£	£	£	£
<i>Charitable activities</i>				
<i>PRU</i>	4,924	19,642	9,979	34,545
<i>Mentoring</i>	46,015	20,657	10,495	77,167
<i>Infuse</i>	716	8,607	4,373	13,696
<i>Battersea Lions</i>	-	-	-	-
<i>Summery projects</i>	894	3,443	1,749	6,086
<i>Wandsworth HAF</i>	840	-	-	840
	<u>53,389</u>	<u>52,349</u>	<u>26,596</u>	<u>132,334</u>
<i>Fundraising costs</i>	-	9,468	4,810	14,278
<i>Support & governance costs</i>	7,306	24,100	(31,406)	-
	<u>£ 60,695</u>	<u>£ 85,917</u>	<u>£ Nil</u>	<u>£ 146,612</u>

Of the total expenditure of £193,617 (2022 - £146,612), £193,617 (2022 - £142,212) was unrestricted expenditure, and none (2022 - £4,400) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds	Restricted Funds	Total Funds	<i>Total Funds</i>
	2023	2023	2023	<i>2022</i>
	£	£	£	£
Salary costs				
Wages and salaries	94,270	-	94,270	82,653
Social security costs	2,545	-	2,545	1,645
Employer pension	1,803	-	1,803	1,620
	<u>98,618</u>	<u>-</u>	<u>98,618</u>	<u>85,918</u>
Other staffing costs				
Consultancy	6,205	-	6,205	-
	<u>£ 104,823</u>	<u>£ Nil</u>	<u>£ 104,823</u>	<u>£ 85,918</u>

The average weekly number of staff on a head count basis was 4 (2022 - 4).

No staff received payments in excess of £60,000 (2022 - the same).

The total employee benefits of the key management personnel were £33,440 (2022 - £32,265).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2022 - the same).

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2023	2022
	£	£
Governance costs:		
Independent Examiner's fee	720	700
Dues and subscriptions	510	360
Resources	474	15
Payments to partner organisations	-	-
Insurance Expense	783	717
General office costs	975	655
Postage and Delivery	9	13
Computer and Internet Expenses	4,350	2,967
Telephone	766	910
Travel	-	-
Staff DBS Check	51	103
Software	81	159
Staff training	297	208
Stationery	-	39
Staff meetings	7	21
Staff entertainment	442	353
Advertising/Promotional	112	86
Staff support costs	24,239	24,100
	<u>£ 33,816</u>	<u>£ 31,406</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2023

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Accruals	720	700
Taxation and social security	723	139
Pension control	933	606
	<u>£ 2,590</u>	<u>£ 1,445</u>

10. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
PRU & Mentoring	-	-	-	-	-
Wandsworth HAF	-	-	-	-	-
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>
SUMMARY OF FUNDS					
General Funds	1,685	237,392	(193,617)	-	45,460
Restricted Funds	-	-	-	-	-
	<u>£ 1,685</u>	<u>£ 237,392</u>	<u>£ (193,617)</u>	<u>£ Nil</u>	<u>£ 45,460</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds £
	Designated Funds £	General Funds £	Restricted Funds £	
Net current assets	-	45,460	-	45,460
	<u>£ Nil</u>	<u>£ 45,460</u>	<u>£ Nil</u>	<u>£ 45,460</u>

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2022

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	12
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2022

Trustees	Sam Akinluyi (Chair) Jenny Scott-Thompson (resigned 24 November 2020) David Jaggs (resigned 07 July 2021) Elizabeth Broderick Maureen Waweru Sophia Barker (appointed 14 October 2020)
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	c/o St Marks Church Battersea Rise London SW11 1EJ
Independent examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2022. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually and has only been increased once for a number of years due to concerns of long term affordability and at the request of the Chief Executive. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

We deliver 4 main projects:

1. Learn2Live – a life skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one and small group mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social, and relational focussed goals.
3. Infuse – a weekly youth club and café open to any young person aged 11 – 18. We provide a safe place for young people to have fun and express themselves, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition, we offer volunteering opportunities for the young people.
4. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

Alongside these main projects, we also work in partnership with Wandsworth Council and our local voluntary sector youth partners to deliver some activities during the school holidays. These activities are targeted at young people that we are already working with as well as other vulnerable young people in Wandsworth Borough including those on free school meals.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

With Covid now behind us our sessions returned to some sort of normality, with no restrictions on what we can deliver. For our **Learn2Live** project the year began as the previous one had ended, but after Christmas, Francis Barber PRU asked us to accept a change in the way the young people were referred to us. This meant that we have the group from the Westdean site on a Thursday and the Tooting site on a Friday. This obviously meant changing how we plan sessions, but didn't really change the content.

Throughout the year we had our usual wide variety of activities and tasks to ensure our sessions were as inclusive as possible, meeting the breadth of needs and challenges the young people presented with. We engaged in a mix of team-based games, the drama games were always popular and helped the young people to develop their imagination. Inline skating and rock climbing were new to most of the groups, with everyone being challenged and some really excelling. Cooking was often organised chaos, but some of the food produced was of a genuine high quality, with **Phil sometimes commenting that he would pay good money to eat what the young people produced.**

This year we tried some science experiments which we haven't done before and overall the young people engaged well, sometimes being surprised by the results. We were fortunate to be visited twice this year by our friends from Investment Quorum (<https://investmentquorum.com/>), who taught the young people the basics of money management, bank accounts and savings. Our T-shirt design sessions were a success, giving the young people the opportunity to be creative and providing the space for good conversation.

An activity like cooking often reveals the extremity of ability we have in an average group, some of the young people shine and can make an entire dish almost independently, while others need step-by-step guidance. This continues to be a challenge to ensure that the sessions we deliver provide the opportunity for all beneficiaries to engage and achieve.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

In terms of the young people themselves, we had **some fantastic sessions where they showed real progress and also made us laugh and feel very proud of them**, but other times, behaviour was very poor and it was difficult for them to participate. One issue we were dealing with more this year that we believe to be a direct result of Covid lockdown has been an increase in lateness. This obviously makes it harder for us to have the impact we want to if they are missing out on part of the sessions.

As always, we built some very solid relationships with some of the beneficiaries, allowing us to have a deeper impact. These relationships are always a privilege to share and often give us a greater insight into what the young people are dealing with on a daily basis and help us to understand more when their attitude can sometimes fluctuate week to week.

Our **Lean on Me project** had its busiest year to date, **supporting 23 children and young people**. 18 of those were secondary age, 5 were primary age. Some were supported for a very short time, a couple of weeks to provide respite and give them a chance to reset to ensure a successful return to school, some of the young people we worked with for longer periods, occasionally nearly a whole year, providing a more full-time experience while a new full time education setting was found. Again, the interventions ranged from 1 session per week to a short-term, full-time placement with us. The beneficiaries who were with us full time received a package of tuition and mentoring support to ensure they kept on top of their core curriculum subjects as well as develop their life skills and have the space to explore the challenges they were having in school. Again we would like to thank both Harrison Allen and Young Giants for their partnership with us, and providing us with excellent tutors.

The content of the mentoring sessions varied hugely, depending on the age and needs of the young people, the group dynamics and the aims of the sessions. Most of the beneficiaries engaged in cooking, the off-site sessions included trips to the South Bank, Tate Modern, Borough Market, The Science Museum and different sports, on-site sessions involved numeracy and literacy games, team challenges, cards and many attempts at self-reflection activities. Some of the very practical support we gave to some of our older young people was help with passport and provisional driving licence applications and applying for apprenticeships.

Here is an example of the impact of Lean on Me: GWL was in year 9 at a local secondary school and was referred for weekly sessions following quite a serious incident at school. He settled quickly and was very engaging, building a good rapport with his mentor, having good open conversations, even in the first session. He engaged in a mix of activities, cooking, basketball, visiting the Tate Modern, and self-reflection tasks, all the while having open and honest conversations about school, gangs, expectations caused by social media etc. He really enjoyed the sessions and also began to build relationships with the wider team. A few days after the last session, Phil received an email from the Headteacher from his school, this is an extract from it - ***“Just wanted to send you a thank you for the work with GWL. All at school have noticed a significant difference. Please do thank your team for this”***. Due to the relationship we had built with him we also invited him to some of our summer holiday days out, which he came to two of and had a great time.

Infuse had a challenging year following all the closures in the previous two years due to Covid, however we were able to open for the whole year and had some really great sessions with the young people talking about so many different issues they were having. Some of the topics of conversation included; why someone got kicked out of school; different friendship issues; problems in school; gang violence and relationships with parents. It remains such a privilege to listen to the young people and try and help them navigate through the challenges they are facing.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

Numbers really fluctuated throughout the year, but even when numbers were low, **conversations were deep and young people had the opportunity to feel safe and be themselves**. We delivered 31 sessions in the year and actually had 32 different beneficiaries attend throughout the year, which was really encouraging, considering the challenges of the previous two years.

This year we ran some activities during the Easter holidays as part of the **Wandsworth HAF (Holiday and Food) project**. The four consecutive days were inline skating, rock climbing, cooking and a sports day at Caius House. We had 12 young people in total attend over the four days and all the sessions were a success. Rock climbing particularly stood out as not only did the young people engage really well in a challenging activity as well as get on well with each other, but also one of the boys who also comes to Infuse really opened up to one of the staff, which allowed for some deeper support to be given.

During the summer holidays this year we unfortunately were unable to do a residential, but with the financial support of Battersea Summer Scheme (<https://www.batterseasummerscheme.org.uk/>) we organised some fun days out for some of our young people.

We took the young people on 4 days out; dry slope tobogganing, Up at the O2, Tenpin Bowling at the O2 and Go Ape at Battersea Park. It was really good to take a mix of young people from our different projects and see how they all got on, some starting new friendships. Overall the activities were a great success, particularly the tobogganing, something that was totally new to everyone and really good to get out of London for the day.

This year we embedded a whole new team of staff. Saida began just before the year started, Alliah joined us in September, and then we recruited Jerome in October. It was a good challenge working with a new team and we enjoyed the fresh ideas and enthusiasm they brought. Alliah and Jerome were excellent at building relationships with the young people and also complimented Phil's approach. Having a full time office manager in Saida (the first time we have employed a full time office manager) gave a solid base to all our operations and allowed Phil more freedom to focus on development.

This year as a Board of Trustees we continued to structure our support around the five keys themes from last year:

- **Funding** – *review the grants strategy and focus on recruiting individual and major donors.*
- **Raising/Keeping Awareness** – *impact reporting, creating a library of content, developing a post schedule.*
- **Employment and Entrepreneurship** – *identify employment partners, establish a process for transitioning young people to programmes, communicate the partnership and benefits.*
- **Programme Enhancement** – *identify skills/capabilities we want to develop in our young people, identify and approach partners who can help us develop this.*
- **Alliances and Collaborations**

We have been concentrating some of our efforts developing a campaign to further raise awareness of Future Skills in order to generate both more referrals from schools and also more donations and charitable income. We have been supporting Phil with spending more time on grant funding applications, due to the success we had last year.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

As a board we feel we need to be able to raise staff salaries to make us a competitive option for new staff and also to allow us to retain our good staff. In order to achieve this we have been considering our charges to schools and local authorities as we believe the high quality provision that Future Skills delivers for some of the most vulnerable and challenging young people should be paid for accordingly.

Finally as a board, in addition to the usual oversight of finances and safeguarding, we have been supporting the staff team in managing the relationship with Francis Barber in order to get the best outcomes for the young people who are referred from them to us.

In terms of our grant funding activities this year, we were not successful with any of the proposals we submitted. The competition for grant funding continues to be increasingly fierce and it is something that we are considering getting some additional support with. Despite this disappointment we are incredibly thankful for the £5,000 donation from Investment Quorum, the £1,000 from one of our regular donors Jesse and also for the £500 we received as part of a consultation with our Youth Battersea partners.

Obviously if we had been successful with one or two grants we would have finished the year with a greater level of reserves, however our income overall was high compared to previous years due to the high volume of referrals we received during the year.

Our activities in numbers

This year was a very busy year, with lots of referrals from schools in Wandsworth and from the Local Authority. Our new staff team have adapted very well to the challenge of supporting so many young people.

Learn2Live

We had 29 young people referred to us from Francis Barber this year, which was our highest number since 2012. We delivered 72 sessions in the year. 7 of those young people we only had for 2 sessions for a number of different reasons, so we actually impacted 22 young people. 10 of those we are continuing to support in the new year.

Of those young people who completed their time with us, 75% of them achieved an outcome of either returning to mainstream school, moving on to a full time alternative provider or returning to the PRU full time. This continues to show the hugely positive impact we have on the young people.

Lean on Me

This year we mentored 23 young people, which was a big increase on last year's figure of 15 beneficiaries. 18 of those were secondary aged, and 5 were primary. Again the interventions were wide ranging, some full time, some part time, some for only a few weeks and some for several months. We actually delivered 367 sessions, which amounts to over 1000 hours of mentoring support.

Out of those 23 beneficiaries, 4 are continuing to be supported in the new year. From the remaining 19 young people, 9 of them successfully remained in education, 3 progressed to alternative education and 2 returned to mainstream education, meaning a total of 74% of mentees achieved a positive outcome.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

Infuse

As stated earlier we were able to open for the whole year which meant we delivered 31 sessions, with 32 different people attending throughout the year. We had an average attendance of 6 young people, with our largest session being 13 attendees.

Holiday Activities

Easter unlocked we delivered 4 days of activities, 12 different young people attended throughout the 4 days, with our biggest day being 8 young people.

The summer days out were a great success, we took 14 different young people on 4 day trips out, with the largest attendance being 8 young people.

Below is the breakdown of our key performance indicators against last year's results:

Project	Outcomes v last year	Commentary
Learn2Live	29 attendees (+ 35% v LY) 22 regularly impacted (+ 28% v LY) 75% of leavers re-engaged with education (- 25% v LY)	A large increase in numbers attending and those impacted. Although the progression rate of 75% is a reduction on last year, that is still a huge success and last year's 100% re-engagement was an exceptional year.
Lean on Me	23 children and young people mentored (+ 35% v LY) 19 leavers (+ 58%v LY) 9 remained in education, 3 progressed to alternative education, 2 returned to mainstream education. 4 continue to be mentored 74% of those who completed mentoring achieved a positive outcome (- 1% v LY)	Again a large increase in referrals. A huge success with the 74% positive outcome, with some of the young people being extremely challenging.
Infuse	Delivered 31 sessions this year. 32 young people attended. Average attendance of 6 young people	Great to be able to fully open Infuse this year, and good attendance taking into account the previous 2 years of closures.
Residentials	No residential this year but delivered Easter and summer holiday activities. 8 days of activities. 24 young people attending across the 8 days.	Disappointing to not deliver a residential, but fantastic to deliver the individual days out instead.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

FINANCIAL REVIEW

Financial position

The Charity incurred net expenditure in the year of £14,365 (2021 - net income of £9,263), details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £132,247, an increase of £41,783 on the previous year, and total expenditure amounted to £146,612, an increase of £65,411 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £36,000. At the year end, the charity had unrestricted reserves of £1,685, which is below the required level.

Although we have finished the year without the required level of reserves, and with less reserves than last year we recognise the large increase in income due to the paid for services that Future Skills has delivered this year. This considerable amount of unrestricted income alongside the expectation of some grant income in the coming year gives us great confidence of the financial position of Future Skills next year and beyond.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The trustees are grateful again this year for those faithful donors who have continued to support us. We thank Investment Quorum for both their financial support but also for the workshops they have delivered with our young people.

Our partnership with Francis Barber is consistent and we have had an incredibly busy year with referrals from schools and the local authority and we expect that to continue next year. Our membership of Youth Battersea continues to develop and we are looking forward to that partnership developing new opportunities for charitable grants as well as building even stronger links with some local schools. We also hope to see Future Skills expand out of Wandsworth and attract interest from neighbouring boroughs, further increasing our income streams.

PLANS FOR FUTURE PERIODS

During 2022/23 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

We look forward to continued development and success with the Learn2Live project, and continued expansion of Lean on Me, enabling us to invest time in more young people. We are pleased that Infuse has had a full year of being open, but we look forward to more outreach to attract more young people so that Infuse can again be a thriving after school provision.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

We will continue to support the implementation of our strategy of raising awareness of FST so that the number of referrals continues to increase and so that we are better able to communicate who we are and what we do to generate more grant funding and increase the number of individuals who donate.

This in turn will allow us to increase the staff salaries so we are able to retain our current staff and recruit high calibre new staff.

Due to the current financial situation in the UK with high inflation we are considering our current pricing structure that we charge for our services. This increase, once it is decided will also improve our financial position next year, ultimately enabling us to support more young people, which is always our aim.

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2022

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on 21 May 2023 and signed on their behalf by:

.....
Sam Akinluyi
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2022

I report on the accounts of the charity for the year ended 31 August 2022 set out on pages 14 to 23.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2022

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the extitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Charles Ssempijja, FCA
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

23 May 2023
Date:

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
INCOME FROM							
Donations and legacies	2	17,974	-	17,974	24,537	30,857	55,394
Charitable activities							
PRU & Mentoring		114,011	-	114,011	34,997	-	34,997
Investments	3	-	-	-	25	-	25
Other		262	-	262	48	-	48
TOTAL INCOME		132,247	-	132,247	59,607	30,857	90,464
EXPENDITURE ON:							
Charitable activities	4						
PRU		30,145	4,400	34,545	32,691	-	32,691
Mentoring		77,167	-	77,167	-	17,492	17,492
Infuse		13,696	-	13,696	6,131	5,981	12,112
Battersea Lions		-	-	-	-	-	-
Summer projects		6,086	-	6,086	4,976	-	4,976
Wandsworth HAF		840	-	840	-	2,984	2,984
		127,934	4,400	132,334	43,798	26,457	70,255
Raising funds	4	14,278	-	14,278	10,946	-	10,946
TOTAL EXPENDITURE		142,212	4,400	146,612	54,744	26,457	81,201
NET MOVEMENT IN FUNDS		(9,965)	(4,400)	(14,365)	4,863	4,400	9,263
RECONCILIATION OF FUNDS							
TOTAL FUNDS	AT						
SEPTEMBER 2021	1	11,650	4,400	16,050	6,787	-	6,787
TOTAL FUNDS	AT						
AUGUST 2022	31	£ 1,685	£ Nil	£ 1,685	£ 11,650	£ 4,400	£ 16,050

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET As at 31 August 2022

	Notes	£	2022 £	£	2021 £
CURRENT ASSETS					
Prepayments and other debtors		48		-	
Cash at bank and in hand		3,082		19,560	
		<u>3,130</u>		<u>19,560</u>	
CREDITORS: amounts falling due within one year					
	9	(1,445)		(3,510)	
NET CURRENT ASSETS			1,685		16,050
NET ASSETS		<u>£</u>	<u>1,685</u>	<u>£</u>	<u>16,050</u>
FUNDS					
Restricted funds	10		-		4,400
Unrestricted funds:					
General fund	10		1,685		11,650
		<u>£</u>	<u>1,685</u>	<u>£</u>	<u>16,050</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on 21 May 2023 and signed on their behalf by:-

SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2022

	2022		2021	
	£	£	£	£
Cash flows from operating activities		(14,365)		9,263
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	(48)		-	
Increase/(decrease) in creditors	(2,065)		<u>2,703</u>	
		(2,113)		2,703
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<u>(16,478)</u>		<u>11,966</u>
Cash and cash equivalents at the beginning of the year		19,560		7,594
Cash and cash equivalents at the year end		<u>3,082</u>		<u>19,560</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Grant income				
- Wandsworth Borough Council	4,134	-	4,134	-
- Battersea Crime Prevention Panel	231	-	231	-
- Caius House	1,150	-	1,150	-
- HMRC: Job Retention Scheme	-	-	-	4,704
	<u>5,515</u>	<u>-</u>	<u>5,515</u>	<u>30,857</u>
Donations, including gift aid	12,459	-	12,459	24,537
	<u>£ 17,974</u>	<u>£ Nil</u>	<u>£ 17,974</u>	<u>£ 55,394</u>

3. INVESTMENT INCOME

	2022 £	2021 £
Interest receivable from:		
Cash at bank	<u>£ Nil</u>	<u>£ 25</u>

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2022 £	Total 2021 £
Charitable activities					
PRU	4,924	19,642	9,979	34,545	32,691
Mentoring	46,015	20,657	10,495	77,167	17,492
Infuse	716	8,607	4,373	13,696	12,112
Battersea Lions	-	-	-	-	-
Summer project	894	3,443	1,749	6,086	4,976
Wandsworth HAF	840	-	-	840	2,984
	<u>53,389</u>	<u>52,349</u>	<u>26,596</u>	<u>132,334</u>	<u>70,255</u>
Fundraising costs	-	9,468	4,810	14,278	10,946
Support & governance costs	7,306	24,100	(31,406)	-	-
	<u>£ 60,695</u>	<u>£ 85,917</u>	<u>£ Nil</u>	<u>£ 146,612</u>	<u>£ 81,201</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2021 £
<i>Charitable activities</i>				
PRU	4,826	17,700	10,165	32,691
Mentoring	1,571	10,113	5,808	17,492
Infuse	169	7,586	4,357	12,112
Battersea Lions	-	-	-	-
Summery projects	-	3,161	1,815	4,976
Wandsworth HAF	2,984	-	-	2,984
	9,550	38,560	22,145	70,255
Fundraising costs	-	6,953	3,993	10,946
Support & governance costs	8,438	17,700	(26,138)	-
	<u>£ 17,988</u>	<u>£ 63,213</u>	<u>£ Nil</u>	<u>£ 81,201</u>

Of the total expenditure of £146,612 (2021 - £81,201), £127,934 (2021 - £43,798) was unrestricted expenditure, and £4,400 (2021 - £26,457) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Salary costs				
Wages and salaries	60,029	22,624	82,653	61,762
Social security costs	1,645	-	1,645	250
Employer pension	1,620	-	1,620	1,201
	<u>63,294</u>	<u>22,624</u>	<u>85,918</u>	<u>63,213</u>
Other staffing costs				
Consultancy	-	-	-	-
	<u>£ 63,294</u>	<u>£ 22,624</u>	<u>£ 85,918</u>	<u>£ 63,213</u>

The average weekly number of staff on a head count basis was 4 (2021 - 4).

No staff received payments in excess of £60,000 (2021 - the same).

The total employee benefits of the key management personnel were £32,265 (2021 - £30,636).

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2021 - the same).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2022	2021
	£	£
Governance costs:		
Independent Examiner's fee	700	600
Dues and subscriptions	360	632
Resources	15	104
Payments to partner organisations	-	1,737
Insurance Expense	717	688
General office costs	655	348
Postage and Delivery	13	8
Computer and Internet Expenses	2,967	1,710
Telephone	910	1,036
Travel	-	44
Staff DBS Check	103	90
Software	159	245
Staff training	208	217
Stationery	39	-
Staff meetings	21	-
Staff entertainment	353	341
Advertising/Promotional	86	638
Staff support costs	24,100	17,700
	<u>£ 31,406</u>	<u>£ 26,138</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2022

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Accruals	700	600
Deferred grant income	-	1,150
Taxation and social security	139	972
Pension control	606	152
Net pay control	-	636
	<u>£ 1,445</u>	<u>£ 3,510</u>
<u>Deferred income</u>		
Balance at 1 September 2021	1,150	-
Amount released to incoming resources	(1,150)	-
Amount deferred in the year	-	1,150
Balance at 31 August 2022	<u>£ Nil</u>	<u>£ 1,150</u>

10. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Transfers and investment gains/(losses)	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
PRU & Mentoring	4,400	-	(4,400)	-	-
Wandsworth HAF	-	-	-	-	-
	<u>£ 4,400</u>	<u>£ Nil</u>	<u>£ (4,400)</u>	<u>£ Nil</u>	<u>£ Nil</u>
SUMMARY OF FUNDS					
General Funds	11,650	132,247	(142,212)	-	1,685
Restricted Funds	4,400	-	(4,400)	-	-
	<u>£ 16,050</u>	<u>£ 132,247</u>	<u>£ (146,612)</u>	<u>£ Nil</u>	<u>£ 1,685</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds
	Designated Funds	General Funds	Restricted Funds	Funds
	£	£	£	£
Net current assets	-	1,685	-	1,685
	<u>£ Nil</u>	<u>£ 1,685</u>	<u>£ Nil</u>	<u>£ 1,685</u>

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2021

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	12
Statement of financial activities	14
Balance sheet	15
Statement of cash flows	16
Notes to the financial statements	17

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2021

Trustees	Sam Akinluyi (Chair) Jenny Scott-Thompson (resigned 24 November 2020) David Jaggs (resigned 07 July 2021) Elizabeth Broderick Maureen Waweru Sophia Barker (appointed 14 October 2020)
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	c/o St Marks Church Battersea Rise London SW11 1EJ
Independent examiner	Charles Ssempijja, FCA NfP Accountants Ltd 3rd Floor, 86-90 Paul Street London EC2A 4NE
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2021. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually and has only been increased once for a number of years due to concerns of long term affordability and at the request of the Chief Executive. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Last year was the final year for Battersea Lions FC, so we now deliver 4 main projects rather than 5. These 4 projects are:

1. Learn2Live – a life skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social, and relational focussed goals.
3. Infuse – a twice weekly youth club and café open to any young person aged 11 – 18. We provide a safe place for young people to have fun and express themselves, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition, we offer volunteering opportunities for the young people.
4. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

Alongside these main projects, we also work in partnership with Wandsworth Council and our local voluntary sector youth partners to deliver some activities during the school holidays. These activities are targeted at young people that we are already working with as well as other vulnerable young people in Wandsworth Borough including those on free school meals.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

We began the year with the Covid pandemic still having a huge impact on the lives of everyone in the UK, and therefore still impacting our work with young people. This mainly affected our Learn2Live and Infuse projects, due to having to manage the numbers of young people attending and maintaining social distancing in the sessions and for large parts of the year we were unable to open Infuse as we followed the National Youth Agency guidance.

Learn2Live continued with a similar session structure of Thursdays on site and Fridays off-site with the onsite days consisting of breakfast, activities and challenges, then a break followed by cooking. We maintained having pupils from the Tooting site for half a term, followed by pupils from the Westdean site for the next half term.

Due to having smaller groups for the year (due to both limiting numbers, and at times in the year the number of referrals being smaller), **we were able to build really strong relationships with many of the young people who we supported.** We have particularly built a strong trusting relationship with Isaiah, which has positively impacted his engagement and progress through the year.

The core of our Westdean group are year 10's, so we won't work with them next year as they will be year 11's and will be at the PRU full time concentrating on their GCSE's. **It has been a privilege to support that group, build the relationships and see how they have grown throughout the year.** We know we will stay in touch with these pupils next year and look forward to seeing their exam results in August 2022.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

One of the key challenges this year was finding off-site activities that were actually open to book, due to closures caused by the pandemic. We are grateful to Carneys Community, Urban Studio Sessions and Westway Climbing for all the great boxing, skating and climbing sessions we were able to deliver throughout the year. We also would like to thank Britny and the team from Peckham Theatre who delivered some great sessions that young people and staff alike enjoyed and benefitted from.

Our **Lean on Me mentoring** programme was very busy this year, supporting 15 young people ranging in age from year 4 up to year 12. A considerable amount of the focus this year has been on helping the children and young people manage their behaviour better in school and helping them to transition successfully from one school to the next, either in the context of moving from year 6 to year 7 or moving from one school setting that has broken down to a different one where their needs can be better supported.

As always the type and intensity of the support provided has ranged from weekly sessions over a few months, to a more short term but 'full time' offer of mentoring and tutoring. **This ability to adapt to the needs of the children and to the different requests we receive from schools and the local authority greatly improves our effectiveness and is part of the reason why our mentoring continues to be so successful** in supporting and empowering children and young people.

Some examples of this are WC and KGE, one in year 4 with Special Educational Needs (SEN) and quite extreme behaviour and one in year 7, again with SEN and very extreme behaviour. With WC we delivered two sessions per week for 6 weeks and were able to support his transition from his mainstream primary school who were not able to meet his needs to a local Special School who can support him. With KGE we were his full time provision for 2 months as he was really struggling in mainstream school and needed to move to a provision that could meet his needs which was finalised during the time we worked with him.

Again we would like to thank Harrison Allen tutoring service for their continued partnership and for the tutors who worked with one of our most challenging young people this year.

Infuse was hugely affected by the Covid situation, with us only able to open for a few weeks at the beginning of the year, then close in November and not re-open again until March. When we re-opened in March, we decided to make the afternoons cooking sessions which went really well with those who attended. We reverted back to normal Infuse sessions in the middle of June, they were really fun sessions but the numbers attending were low. The ever changing situation with Covid made it very difficult for the staff to plan and grow Infuse again. We hope this will change next year.

Right at the end of the year in August we were again involved in the Summer Unlocked project, supported by Wandsworth Council. We had to scale back our original plans due to the staff turnover at this time, but we were still able to deliver 3 skating sessions in partnership with Urban Studio Sessions. All the young people really enjoyed themselves and it gave our new Office Manager Saida, who started this month, a chance to meet some of our young people and see what we do first hand as an organisation.

This year was a year of much change in the staff team. In September we employed Camilla as Office Manager, taking over from Sarah. She was a fantastic addition, very organised, improving many of our systems and IT use. Unfortunately we said goodbye to her in February as she went on to bigger things. Our two youth workers Tendress and Aaron both left at the end of the year for different reasons. We would like to thank them for all their hard work and recognise the great impact they had on many of the young people they worked with during their time at Future Skills.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Thankfully we found Saida who began as full time Office Manager in August, and we have recruited Alliah as a youth worker who begins in the new year in September. We look forward to both of them settling in and also to finding a new male youth worker to fill Aaron's shoes.

This year as a Board of Trustees we continued to structure our support around key themes, which this year we expanded from 3 to 5 themes:

- **Funding** – review the grants strategy and focus on recruiting individual and major donors.
- **Raising/Keeping Awareness** – impact reporting, creating a library of content, developing a post schedule.
- **Employment and Entrepreneurship** – identify employment partners, establish a process for transitioning young people to programmes, communicate the partnership and benefits.
- **Programme Enhancement** – identify skills/capabilities we want to develop in our young people, identify and approach partners who can help us develop this.
- **Alliances and Collaborations**

We particularly focused on our impact reporting as this is so important to show current and future stakeholders the positive changes in our young people's lives that we have played a part in. This also affects our social media activity as this is one of the key tools in sharing our successes and stories. We recognise the improvement the staff have made in this area and look forward to even greater engagement with our social media platforms.

In addition as a board we began to utilise the connections we have to explore potential work experience opportunities for a small cohort of young people we are supporting, as well as encourage the CEO to again explore the possibility of a partnership with Spear, who are also based in St Marks.

Along with changes in the staff team the Board also experienced changes in personnel, with both Jenny and Dave leaving this year and we welcomed Sophia as a new member. We are so grateful for all the support, wisdom and time that Jenny and Dave gave to Future Skills over the years they were involved and we wish them well. We are excited to welcome Sophia, who has an HR background as well as many other skills, and we are hoping to recruit 1 or 2 additional members next year.

We had a mixed year with our fundraising efforts, particularly in terms of grant funding. We were successful with only 2 bids this year, however the amount of actual funding was considerable, and had a big impact on both the amount of mentoring we could deliver as well as our partnership with Youth Battersea to have a greater impact in Battersea and Wandsworth Borough as a whole.

Our Youth Battersea proposal (FST, Caius House, Carneys Community, Providence House and FAST) to the **Coronavirus Community Support Fund through the National Lottery**, was successful, and we shared £136,440 between the 5 organisations. Our share of this was **£21,252** and as already stated made a big difference to what we were able to deliver during these Covid times.

We are also grateful for the **£4,400 we received from the Foyle Foundation** again towards our mentoring work. Mentoring continues to be a huge part of our interventions with young people and it continues to have a huge impact on the majority of young people we support in this way, so this funding was so vital.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Before we move on to report on our statistics for this year, we want to take a moment to share some very sad news that occurred this year. The amazing Ricky Hammond, who started and ran Battersea Lions FC, and also worked with us since 2009 as a sports coach, sadly passed away in May. He was an incredible man, who gave his all to all the children and young people that he coached in all the different sports he was qualified to teach. Phil our CEO had become close to him over the years, and Ricky had a great impact on many of the young people we worked with. He was a legend to many people and will be hugely missed!

Our activities in numbers

Covid-19 continued to have an impact on our work this year. We had to limit the numbers of young people attending Learn2Live, and as mentioned earlier in this report Infuse was only open for less than half of the year. Despite these challenges the staff did an amazing job of supporting and impacting the young people in our care.

Learn2Live

We had 19 young people referred to us from Francis Barber this year. 4 of those left during the year to return to mainstream school. All the others remained at Francis Barber and many of them we will continue to support next year. 4 of the pupils are year 10 this year, so will not return to us next year but will focus on their GCSE's full time at Francis Barber.

This means 100% of those pupils who left us this year achieved a positive outcome (either mainstream school or returning to PRU full time).

Lean on Me

This year we mentored 15 young people, 10 of whom were secondary aged and 5 primary aged. There was a mix of new referrals, some who we have carried on supporting from last year, and some that are due to longer term relationships we have with the young people and their families.

Again the focus of the mentoring was mixed but there were themes. 6 of the mentees were being supported to enable them to maintain their school place. 4 of them we provided short term intensive support to enable them to transition successfully to a new school. The remaining 5 were a mix of supporting their transition to further education and employment as well as general life skills development.

We delivered 165 sessions this year, amounting to 354 hours of mentoring. 3 mentees remained in mainstream education, 2 of them progressed to a full time alternative education placement and 1 progressed to mainstream school. For 2 of the mentees the intervention was too short for us to have much impact. 75% of the young people who completed their mentoring achieved a positive outcome. 7 of the mentees we are continuing to support next year.

Infuse

Covid had the biggest impact on Infuse, we were only able to deliver 20 sessions this year. This made it extremely difficult to gain any momentum and some young people and their families were wary of attending youth clubs due to the concerns around Covid. We only had 11 young people attend the sessions we ran, all young people we know really well. However the cooking sessions we ran later in the year were a lot of fun for those who came.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

We hope that next year we will be able to re-build Infuse, maybe into something a little different, depending on the feedback from the young people.

Summer unlocked

Again Covid made it impossible to run a residential this year so we planned to deliver 3 weeks of Summer Unlocked activities instead. However due to the staffing changes happening at this time we were only able to deliver 3 of the planned sessions with Urban Studio Sessions taking young people skating. We had 7 young people attend those sessions in total, most of them attending at least 2 of the 3 sessions and they were a great success.

Below is the breakdown of our key performance indicators against last years results:

Project	Outcomes v last year	Commentary
Learn2Live	19 attendees (+ 6% v LY) 16 regularly impacted (+ 25% v LY) 100% of leavers re-engaged with education (+ 50% v LY) (74% showed a measureable improvement in their life skills)	Attendance really improved this year, which led to us having a greater impact.
Lean on Me	15 children and young people mentored (+ 7% v LY) 8 leavers 6 with a positive outcome, 2 gained an alternative education place, 3 remained in mainstream and 1 returned to mainstream education. 7 continue to be mentored 75% of those who completed mentoring achieved a positive outcome (- 16% v LY)	Lean on Me continues to receive many referrals and remains hugely effective. Our flexibility allows us to impact such a wide variety of needs.
Infuse	Only delivered 20 sessions with 11 total attendees.	Covid-19 meant that for most of the year Infuse was not able to be open.
Residentials	Again no residential this year due to Covid. Delivered 3 'Summer Unlocked' sessions instead. 7 young people attended.	

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £9,263 (2020 - net income of £1,630), details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £90,464, a reduction of £20,709 on the previous year, and total expenditure amounted to £81,201, a reduction of £28,342 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £20,000. At the year end, the charity had unrestricted reserves of £11,650, which is below the required level.

Although we have finished the year without the required level of reserves we are pleased with the financial position taking into account the extremely challenging circumstances that the Covid pandemic continues to cause. We have finished the year with an increased level of reserves compared to last year, and recognise that the continued high level of referrals into our Lean on Me programme keeps our unrestricted income at a good level. We believe that next year the high level of referrals will continue, so that if we are successful with a small number of grant applications we should finish next year with another increase in our reserves level.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The Trustees are grateful of the continued financial support from our longstanding individual donors who have again stuck with us this year and continue to do so. We have also gained a small number of new regular donors. Our partnership with Francis Barber PRU continues into another year and our reputation with both primary and secondary schools in Wandsworth continues to grow, providing a firm foundation for our continued delivery and growth next year.

In addition the 'Youth Battersea' partnership has already led to one significant successful grant, and is also gaining reputation amongst local authority departments and other potential local stakeholders, and we are expecting this partnership to leverage more income over the next year and beyond.

PLANS FOR FUTURE PERIODS

During 2021/22 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Learn2Live and Lean on Me will continue to be delivered, and will hopefully return to a more normal delivery model as the remaining Covid restrictions are removed later in the year.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

Now that Infuse is allowed to open we are hoping to see a re-launch and growth in numbers as young people continue to re-engage with the activities and interests they did before the pandemic. We recognise it will take some considerable thought and effort, but believe with a new team comes new ideas and enthusiasm.

As trustees we will continue with our 5 focus areas:

1. Funding
 - a) Review our grant strategy.
 - b) Recruit new individual and major donors.
2. Raising awareness/keeping awareness
 - a) Improving our Impact reporting.
 - b) Create a library of content.
 - c) Develop a schedule and targeting for regular and impactful social media posts.
3. Employment and entrepreneurship
 - a) Identify 2-3 diverse employment partners that can cater for our young people.
 - b) Establish a process for transitioning young people to employment/entrepreneurship programmes.
 - c) Publicly communicate the partnership and benefits.
4. Programme enhancement
 - a) Identify skills/capabilities we want to develop in our young people.
 - b) Identify and approach partners who can help us develop this.
5. Alliances and collaboration
 - a) Focussed on social care and education.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2021

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on 23 May 2022 and signed on their behalf by:



.....

Sam Akinluyi
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2021

I report on the accounts of the charity for the year ended 31 August 2021 set out on pages 14 to 23.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2021

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the extitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Charles Ssempijja, ACA
NfP Accountants Ltd
Chartered Accountant
3rd Floor, 86-90 Paul Street
London
EC2A 4NE

Date: 25 May 2022

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
INCOME FROM							
Donations and legacies	2	24,537	30,857	55,394	25,398	8,182	33,580
Charitable activities							
PRU & Mentoring		34,997	-	34,997	76,512	1,000	77,512
Investments	3	25	-	25	25	-	25
Other		48	-	48	56	-	56
TOTAL INCOME		59,607	30,857	90,464	101,991	9,182	111,173
EXPENDITURE ON:							
Charitable activities	4						
PRU		32,691	-	32,691	34,019	-	34,019
Mentoring		-	17,492	17,492	45,869	-	45,869
Infuse		6,131	5,981	12,112	8,480	8,794	17,274
Battersea Lions		-	-	-	26	5,301	5,327
Summer projects		4,976	-	4,976	1,673	1,000	2,673
Wandsworth HAF		-	2,984	2,984	-	-	-
		43,798	26,457	70,255	90,067	15,095	105,162
Raising funds	4	10,946	-	10,946	4,381	-	4,381
TOTAL EXPENDITURE		54,744	26,457	81,201	94,448	15,095	109,543
Transfer between funds	10	-	-	-	(3,016)	3,016	-
NET MOVEMENT IN FUNDS		4,863	4,400	9,263	4,527	(2,897)	1,630
RECONCILIATION OF FUNDS							
TOTAL FUNDS	AT						
SEPTEMBER 2020	1	6,787	-	6,787	2,260	2,897	5,157
TOTAL FUNDS	AT						
AUGUST 2021	31	£ 11,650	£ 4,400	£ 16,050	£ 6,787	£ Nil	£ 6,787

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET As at 31 August 2021

	Notes	£	2021 £	£	2020 £
CURRENT ASSETS					
Cash at bank and in hand		19,560		7,594	
CREDITORS: amounts falling due within one year					
	9	(3,510)		(807)	
NET CURRENT ASSETS			16,050		6,787
NET ASSETS			£ 16,050		£ 6,787
FUNDS					
Restricted funds	10		4,400		-
Unrestricted funds:					
General fund	10		11,650		6,787
			£ 16,050		£ 6,787

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on 23 May 2022 and signed on their behalf by:-



SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2021

	2021		2020	
	£	£	£	£
Cash flows from operating activities		9,263		1,630
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors		-		-
Increase/(decrease) in creditors	2,703		(505)	
		2,703		(505)
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		11,966		1,125
Cash and cash equivalents at the beginning of the year		7,594		6,469
Cash and cash equivalents at the year end		19,560		7,594

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	<i>Total Funds 2020 £</i>
Grant income				
- The Foyle Foundation	-	4,400	4,400	-
- National Lottery Community Fund	-	21,252	21,252	-
- Wandsworth Borough Council	-	5,205	5,205	-
- HMRC: Job Retention Scheme	-	-	-	4,704
	-	30,857	30,857	4,704
Donations, including gift aid	24,537	-	24,537	28,876
	<u>£ 24,537</u>	<u>£ 30,857</u>	<u>£ 55,394</u>	<u>£ 33,580</u>

3. INVESTMENT INCOME

	2021 £	2020 £
Interest receivable from:		
Cash at bank	£ 25	£ 25

4. ANALYSIS OF EXPENDITURE

	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2021 £	<i>Total 2020 £</i>
Charitable activities					
PRU	4,826	17,700	10,165	32,691	34,019
Mentoring	1,571	10,113	5,808	17,492	45,869
Infuse	169	7,586	4,357	12,112	17,274
Battersea Lions	-	-	-	-	5,327
Summer project	-	3,161	1,815	4,976	2,673
Wandsworth HAF	2,984	-	-	2,984	-
	<u>9,550</u>	<u>38,560</u>	<u>22,145</u>	<u>70,255</u>	<u>105,162</u>
Fundraising costs	-	6,953	3,993	10,946	4,381
Support & governance costs	8,438	17,700	(26,138)	-	-
	<u>£ 17,988</u>	<u>£ 63,213</u>	<u>£ Nil</u>	<u>£ 81,201</u>	<u>£ 109,543</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2020 £
<i>Charitable activities</i>				
PRU	2,291	27,905	3,823	34,019
Mentoring	32,377	11,866	1,626	45,869
Infuse	2,058	13,383	1,833	17,274
Battersea Lions	4,756	502	69	5,327
Summery projects	172	2,200	301	2,673
	<u>41,654</u>	<u>55,856</u>	<u>7,652</u>	<u>105,162</u>
Fundraising costs	-	3,853	528	4,381
Support & governance costs	<u>5,512</u>	<u>2,668</u>	<u>(8,180)</u>	<u>-</u>
	<u>£ 47,166</u>	<u>£ 62,377</u>	<u>£ Nil</u>	<u>£ 109,543</u>

Of the total expenditure of £81,201 (2020 - £109,543), £43,798 (2020 - £90,067) was unrestricted expenditure, and £26,457 (2020 - £15,095) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Salary costs				
Wages and salaries	39,138	22,624	61,762	59,129
Social security costs	250	-	250	1,358
Employer pension	1,201	-	1,201	1,131
	<u>40,589</u>	<u>22,624</u>	<u>63,213</u>	<u>61,618</u>
Other staffing costs				
Consultancy	-	-	-	760
	<u>£ 40,589</u>	<u>£ 22,624</u>	<u>£ 63,213</u>	<u>£ 62,378</u>

The average weekly number of staff on a head count basis was 4 (2020 - 4).

The total employee benefits of the key management personnel were £30,636 (2020 - £29,809).

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2020 - the same).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2021	2020
	£	£
Governance costs:		
Independent Examiner's fee	600	600
Dues and subscriptions	632	480
Resources	104	-
Payments to partner organisations	1,737	-
Insurance Expense	688	599
General office costs	348	386
Postage and Delivery	8	9
Computer and Internet Expenses	1,710	1,213
Telephone	1,036	1,065
Travel	44	-
Staff DBS Check	90	10
Software	245	271
Staff training	217	483
Stationery	-	20
Staff meetings	-	32
Staff entertainment	341	-
Advertising/Promotional	638	343
Staff support costs	17,700	2,668
	<u>£ 26,138</u>	<u>£ 8,180</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Accruals	600	600
Deferred grant income	1,150	-
Taxation and social security	972	-
Pension control	152	207
Net pay control	636	-
	<u>£ 3,510</u>	<u>£ 807</u>
<u>Deferred income</u>		
Amount deferred in the year	<u>1,150</u>	-
Balance at 31 August 2021	<u>£ 1,150</u>	<u>£ Nil</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2021

10. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
PRU & Mentoring	-	25,652	(21,252)	-	4,400
Wandsworth HAF	-	5,205	(5,205)	-	-
	<u>£ Nil</u>	<u>£ 30,857</u>	<u>£ (26,457)</u>	<u>£ Nil</u>	<u>£ 4,400</u>

SUMMARY OF FUNDS

General Funds	6,787	59,607	(54,744)	-	11,650
Restricted Funds	-	30,857	(26,457)	-	4,400
	<u>£ 6,787</u>	<u>£ 90,464</u>	<u>£ (81,201)</u>	<u>£ Nil</u>	<u>£ 16,050</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds
	Designated Funds £	General Funds £	Restricted Funds £	Total Funds £
Net current assets	-	11,650	4,400	16,050
	<u>£ Nil</u>	<u>£ 11,650</u>	<u>£ 4,400</u>	<u>£ 16,050</u>

FUTURE SKILLS TRAINING

England & Wales - Charity number 1119501

Accounts

Company registered number
05745511

FUTURE SKILLS TRAINING

(Company registered by guarantee no. 05745511,
registered charity no. 1119501)

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

FUTURE SKILLS TRAINING

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 August 2020

CONTENTS

	Page
Reference and administrative Information	1
Trustees' Annual Report	2
Independent examiner's report	13
Statement of financial activities	15
Balance sheet	16
Statement of cash flows	17
Notes to the financial statements	18

FUTURE SKILLS TRAINING

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2020

Trustees	Sam Akinluyi (Chair) Jenny Scott-Thompson David Jaggs Elizabeth Broderick Maureen Waweru Heather Ross Sophia Barker (appointed 14 October 2020)
Director/Chief Executive	Phil Thain
Charity reg. no.	1119501
Company reg. no.	05745511
Registered office	c/o St Marks Church Battersea Rise London SW11 1EJ
Accountants	Charles Ssempijja, ACA No. 38, 52 Peckham Grove London SE15 6FR
Bankers	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2020. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution and governing document

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

Method of appointment or election of the Trustees

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

Policies adopted for the induction and training of Board of Trustees

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

Remuneration policy for key management personnel

The pay of the charity's Chief Executive is reviewed annually but has not been increased for a number of years due to concerns of long term affordability and at the request of the Chief Executive. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

Risk management

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

Purposes and aims

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Principal activities

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

We continue to deliver our 5 main projects:

1. Learn2Live – a life skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social, and relational focussed goals.
3. Infuse – a twice weekly youth club and café open to any young person aged 11 – 18. We provide a safe place for young people have fun and express themselves, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition, we offer volunteering opportunities for the young people.
4. Battersea Lions FC – a local youth football club that FST partners with to use football to develop character and life skills in young people. This year sees the final season for Battersea Lions FC.
5. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

Following the year we have just been through with Covid-19 and the impact that has had on children and young people and their mental health, wellbeing, development and education, we feel our services are more important than ever. In addition with the recent and current reports and investigations into the poor support that children with SEND (Special Educational Needs and Disabilities) receive we want to do all we can to provide high quality interventions for all those who will benefit from them. To ensure we deliver the best service we can its vital that we continue to work closely with all our partners and relevant stakeholders including schools, PRU's, Social Care, SEND departments and other local youth organisations.

Statement of public benefit

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

We began the year with an unfortunate resignation of Shila, one of our youth workers. She was a great part of the team, and will be missed. We wish her well as she moved on to work with young people nearer to her home, on the other side of London. Thankfully our recruitment for her replacement went well and we employed Tendress, who has grown to be an integral part of our team.

Obviously, this year's report is hugely impacted by the Coronavirus pandemic. For Future Skills this meant that from the end of March 2020 all staff were working from home. In April, Sarah our Office Manager, who has worked for Future Skills since the beginning resigned to work in a different charity sector. Also during April we had to Furlough our youth workers, which left the CEO the only member of staff working, focussing the majority of his time on applying for grants. At the end of June we were able to return to working from St Marks, with both youth workers back at the beginning of July.

Before lockdown all our projects were being delivered as normal.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Learn2Live had a mixed year. We continued with the new format of longer sessions and having the pupils from the different PRU sites separately. Some of the young people engaged and progressed really well. **The variety of the activities allowed different beneficiaries to excel at different things** and enabled us to keep groups of young people with such different needs, strengths and weaknesses largely engaged in sessions. Overall, **cooking was a great success**, even if other parts of the sessions hadn't gone so well. What also worked well was competitive team challenges, improv and drama activities, rock climbing, skateboarding, and a scavenger hunt along the River Thames.

Even some of the activities that didn't work as well for the whole group, still benefitted some individuals. For example, **our kick boxing sessions enabled one of our boys to really develop his independence and focus**, as well as his fitness.

Due to external factors going on in the lives of some of our beneficiaries, attendance for a small number was erratic and their ability to engage positively changed dramatically session to session. This made it very difficult to build a relationship with them and to have the impact we hoped to. As we have learned over many years of supporting our young people, sometimes they are just not in the right place to receive what we offer and we have to accept that they won't engage at this particular time.

Learn2Live ceased for the rest of the year when lockdown was announced by the Government in March.

Lean on Me continued to be a hugely effective project, with a mix of approaches depending on the needs and circumstances of the young people referred. 60% of those we mentored were referrals from local schools or the Local Authority to support the young people to either maintain their school place or support them during the transition period in between schools. **Some of this work was intensive, working with the young people for 9 – 15 hours per week** over a period of a few months. Again our Alternative Provision partnership with Harrison Allen tutoring service was a vital part of some of this work, and we thank them for the creative and flexible approach of the tutors we worked with.

Some of the mentoring support we delivered was during lockdown, mainly on the phone, keeping the spirits up of the young people during a really challenging time.

It is such a privilege to mentor young people. The relationships that we are able to build with some are a real pleasure, and to see the progress that many of the beneficiaries make is wonderful to be part of. It's also a real joy when some mentees come back to see us to tell us how they are doing in their new schools and to catch up generally.

One piece of feedback we received from a parent after we had supported her son for a few months really reminded us of the effectiveness of our work:

"Phil and his team provided the perfect platform of a nurturing environment working at my son's pace to build trust and provide safety. Their approach was advantageous! not only improving his overall well-being, but it allowed him to build resilience and successfully reintegrate into his secondary school placement".

Infuse was a challenge this year. Again this was cut short by lockdown, our final Infuse session of the year being the 12th March 2020. It was difficult to increase the numbers attending, so the team again tried flying after school, and contacting our local secondary schools to promote Infuse. Just before lockdown we were beginning to rebuild relationships with some of the schools, who were interested in what we offer. Also the team developed a new discussion based focus to help attract new young people, but they have not been able to run a pilot yet.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Despite this we still had some really positive sessions with those who did attend. As last year we had our core regulars who were very regular and **our relationships with them deepened**.

Infuse continued to be a place where **young people were able to have real conversations with staff and other young people and gain support**. We had several conversations about behaviour both at school and home, we also talked about estranged parents, jobs and CV's, working hard for things as opposed to receiving gifts from people. One staff member on one session had a very deep chat with 2 of our autistic boys about their own autism.

This year was **Battersea Lions FC's final season**, having been involved for 8 seasons. The boys were now an under 16 team and continued in the top division as last year. We had a few changes of personnel, due to both injury and changes in circumstances. This meant we had 22 players during the shortened season. Again as last year we struggled for consistency in performance, but that was partly due to a drop in attendance at training. Unfortunately due to the pandemic we were unable to complete the season and we were also unable to have an end of season (and end of Battersea Lions) gathering. We would like to thank all the parents who have been so supportive over the years and been part of the Battersea Lions journey.

Lockdown meant that we were not able to run a residential this summer but instead Wandsworth Council funded a summer project for vulnerable children and young people in the borough called '**Summer Unlocked**'. A variety of children and youth organisations were invited to bid for funding to deliver activities during 5 weeks of the 6 week holiday. Future Skills delivered 2 sessions per week, one cooking and one creative writing. All the sessions went well, with **12 different young people attending the sessions over the 5 weeks**, and all young people enjoying the activities. Many of them came for several sessions due to how much they enjoyed themselves.

We are hoping to work with the council on similar projects like this in the future.

As a board of Trustees, we have continued to structure our support around key themes to help to grow Future Skills and support the CEO and staff to be the most effective they can. Following our strategy morning we have been focussing on 3 key themes this year:

1. FST Team Capability and Development - *continuing to invest in our critical success factor.*
2. Raising Awareness of FST - *in order to support more young people and gain the funding to support them.*
3. Fundraising - *funding to employ the best Youth Workers full time and maintain our optimal worker to young person ratio.*

We now have a staff development structure in place, with formal annual reviews that allows us to better support the staff and their professional development. We have been supporting the staff with FST's social media presence, to better promote our projects and gain more interest from potential referrers and funders.

Fundraising is always a part of our discussions as a board and we have been developing a more focussed strategy to improve our fundraising efforts and focus on four key funding streams. We particularly would like to thank Maureen for her work on this.

We had a mixed year with our fundraising efforts. We were very grateful for the second half of the Cooperative Local Community Fund, that donated £5,896 towards Infuse and summer activities. We have been able to buy a new table tennis table and better equip our kitchen amongst other things.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

We received £1000 from our local The Entertainer Store, through their 'Jack Gives Back' programme. It was fantastic to be nominated, thank you.

On the 5th December, Aaron and Phil took part in a sponsored leg wax, to raise money through the Big Give Christmas Campaign. We wish to say a **huge thank you to Sole Beauty on Lavender Hill in Clapham Junction** for supporting us by doing the leg wax for free. Monica was a great therapist, and video evidence of what Phil and Aaron went through can still be found online we believe. We also want to thank all those who pledged, which enabled us to take part in the campaign, and everyone else who donated. Finally thank you to the Childhood Trust who matched the £1,037 we raised, meaning the total raised through the campaign was £4,248.

During the first lockdown there were a few national campaigns to help support charities, and in particular small charities. We took part in the Virgin Money Twopointsixchallenge, and managed to raise £581. Thank you to all those who took part and all those who donated.

Like so many charities and businesses throughout the UK, we had to furlough staff, and we are grateful for the financial support that the UK government provided. The £4700 we were able to claim hugely helped us to get through that extremely challenging time and allowed us to return to supporting young people when we returned to work in July.

This year also led to a **new partnership** that we are really excited about, with **Investment Quorum**, a financial services company who gave us a generous donation of £1,500 this year and are supporting us regularly. We are looking forward to working with them next year and beyond on connecting their financial knowledge with our young people.

We have also been considering contacting local businesses to try and build a more local network of support for Future Skills. It would be great to be able to connect more of our young people with local opportunities.

In addition to this core focus other opportunities have presented themselves this year. Following longstanding partnerships with a number of other local youth providers, this year has cemented those relationships into the 'Youth Battersea' alliance. During lockdown we have been working on joint funding bids to support the work we all do in Battersea and the wider borough.

Early in the year we were approached by a group of students from University College London Analytics for Social Impact Society, who were looking for a charity to partner with to develop a data consulting project to show that analytics can be used for social good. They developed two tools:

1. Conducting scaled sentiment analysis on unstructured data from the Lean On Me programme using Natural Language Processing. This will provide mentors with a quantifiable means of measuring session outcomes and the mentee's overall progress.
2. Executing descriptive analysis on FST's existing dataset to quantify and evaluate the impact of each project cycle of the Learn2Live programme (spanning the academic year).

The work the students did was excellent, and we hope to be able to use the tools in future years to give us better data on the progress of our young people. Again Covid had an impact on the end of the project with us unable to participate in face-to-face presentations at the University, but it was still a great project to be involved in and opened our eyes to how our data can be used in better ways to show the impact we have on our beneficiaries.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Finally, we have been discussing with the CEO about the possibility of developing a formal structure around the parenting support that we do as a by-product of supporting the young people. We hope to report on the progress made in this area next year.

Our activities in numbers

As already mentioned in this report, Covid-19 has had an impact on our delivery this year, particularly during March – June, where Future Skills was effectively closed. Despite this however, the number of young people we have been able to support and the impact we have been able to have has been a testament to the whole staff team and their dedication to all the young people that Future Skills engages.

Learn2Live

We had 18 young people referred to us from Francis Barber this year. 6 of those, their attendance was very poor (2 sessions attended on average), which meant that we were unable to engage with them as we would normally, and so unable to have an impact.

Out of the remaining 12, 4 of them returned to mainstream education and 2 gained an alternative education placement, and a further 3 although not yet ready to return to mainstream education, did make a measurable improvement in their life skills. This means 75% of those we supported achieved a positive outcome.

Lean on Me

This year we mentored 14 young people and 1 adult (an extremely vulnerable parent of one of our mentees). We had 5 primary aged referrals and 5 secondary aged referrals. The other 4 young people we supported were due to on-going relationships we have with them, partly through their continued attendance at Infuse.

The focus of the mentoring this year was very widespread. 3 of the secondary school referrals were due to behaviour issues in school, and with our combined mentoring and tutoring package we were able to help them maintain their school place or help them transition successfully to a new school. 3 of the primary referrals were to help them maintain their school place. 3 of the boys we supported during lockdown, and another boy who had such low confidence around other young people, we were able to help him build his confidence so that he could transition to a new school after not being in school for several months.

We delivered 265 hours of mentoring, 1 mentee returned to mainstream school, 5 gained an alternative education placement, 2 remained in mainstream education, 3 young people we are continuing to support next year. 89% of the young people who completed their mentoring achieved a positive outcome.

Infuse

We delivered 44 sessions this year, about 40% less than we would deliver in a normal year. We had 58 different young people attend over the time Infuse was open. This was again a reduction on last year, but both Covid and the on-going challenges we have been having around growing attendance are the main factors in this reduction.

We hope that when life begins to return to some “normality”, that we can again attract new young people to Infuse and allow them to make it the place they need.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Battersea Lions FC

We had 22 players throughout the season, but of course the season was finished early so don't have a final division placing.

Over the 8 seasons we have been involved in Battersea Lions we have worked with a total of 69 players. 29 players in our older group when we were first involved, we took them from U16, to U18 then a final season as an U21 team. Then we began a new younger team at U12, and took them all the way through 5 seasons to U16. A mention must go to Will, Zac, Louis and James who stayed with the team all the way through those 5 seasons. Such a privilege to see those boys grow both as players but also just as human beings.

The older team won the league once in their existence, the younger team won the league 3 seasons in a row. We have also had a number of players in the 8 years progress to premier league academies, including Marco and Tai.

Summer unlocked

As mentioned, this year was the first year of doing this project and we hope to do more similar ones. We delivered 10 sessions (25 hours in total) and had 12 young people attend over the 5 weeks. Feedback from the young people was that they all enjoyed themselves. One of them even began attending Infuse when we opened in September.

Below is the breakdown of our key performance indicators against last years results:

Project	Outcomes v last year	Commentary
Learn2Live	18 attendees (- 22% v LY) 12 regularly impacted (- 37% v LY) 50% re-engaged with education (- 36% v LY) (25% showed a measureable improvement in their life skills so in total 75% achieved a positive outcome)	Some of the pupils referred probably should not have been as they were not ready to attend enough. Covid had an impact on our ability to impact those pupils referred in the spring term.
Lean on Me	14 children and young people mentored (same as LY) 1 parent mentored 11 leavers 8 with a positive outcome, 5 gained an alternative education place, 2 remained in mainstream and 1 returned to mainstream education. 3 continue to be mentored 89% of those who completed mentoring achieved a positive outcome (+ 9% v LY)	1 mentee only attended 1 session then lockdown began and we were unable to continue. Another hugely effective year for Lean on Me. The flexibility of approach allows us to meet a wide variety of needs.
Infuse	58 total attendees (- 25% v LY) Average of 6 young people per session (- 25% v LY)	Covid-19 has had a huge impact on our ability to deliver and grow Infuse. Hopefully next year we can open and implement the new plans.
Battersea Lions	22 regular attendees (+ 14% v LY) Season not finished due to Covid. Final season	
Residentials	No residential this year due to Covid. Delivered 'Summer Unlocked' instead. 10 sessions, 12 young people.	

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

FINANCIAL REVIEW

Financial position

The Charity achieved net income for the year of £1,630 (2019 - net income of £1,585), details of which are shown in the Statement of Financial Activities on page 15.

Total income for the year amounted to £111,173, a reduction of £9,296 on the previous year, and total expenditure amounted to £109,543, a reduction of £9,341 on the previous year.

Reserves policy

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £27,000. At the year end, the charity had unrestricted reserves of £6,787, which is below the required level.

The trustees are fully aware of the situation and it is one of our focus areas for the coming year. Also we believe that with the addition of a professional fundraiser to the board and the joint bids being submitted under the 'Youth Battersea' partnership, we will be more successful with funding applications moving forward. Finally this year has been an exceptional year with Covid-19 and lockdowns; as life begins to return to normal next year, we expect to expand our mentoring project as we have done in recent years bringing significant income.

Going concern

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The Trustees are grateful of the continued financial support from our longstanding individual donors who have stuck with us this year and continue to do so. Our partnership with Francis Barber PRU continues into another year and our reputation with both primary and secondary schools in Wandsworth continues to grow, providing a firm foundation for our continued delivery and growth next year.

In addition the formalisation of the 'Youth Battersea' partnership provides a platform for joint fundraising bids for more partnership work that we believe will be more attractive to potential funders.

PLANS FOR FUTURE PERIODS

During 2020/21 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Two of our core projects, Learn2Live and Lean on Me will continue to be delivered with no major changes. The only changes are in relation to maintaining a Covid safe environment; additional hand washing, social distancing and mask wearing where needed, and additional signage etc.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

Infuse will open again when it is safe to do so depending on the guidance from the National Youth Agency. In addition the staff have a number of new plans to attract new young people including “Real Talk”, a new discussion based activity, and plans to make Infuse a more mentoring style project.

The trustees will be supporting in 5 key areas:

1. Funding
 - a) Review our grant strategy.
 - b) Recruit new individual and major donors.
2. Raising awareness/keeping awareness
 - a) Improving our Impact reporting.
 - b) Create a library of content.
 - c) Develop a schedule and targeting for regular and impactful social media posts.
3. Employment and entrepreneurship
 - a) Identify 2-3 diverse employment partners that can cater for our young people.
 - b) Establish a process for transitioning young people to employment/entrepreneurship programmes.
 - c) Publicly communicate the partnership and benefits.
4. Programme enhancement
 - a) Identify skills/capabilities we want to develop in our young people.
 - b) Identify and approach partners who can help us develop this.
5. Alliances and collaboration
 - a) Focussed on social care and education.

FUTURE SKILLS TRAINING

TRUSTEES' REPORT

For the year ended 31 August 2020

TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In doing so the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

PREPARATION OF THE REPORT

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

APPROVAL OF THE REPORT

This report was approved by the Board of Trustees on and signed on their behalf by:

.....
Sam Akinluyi
Chair

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2020

I report on the accounts of the charity for the year ended 31 August 2020 set out on pages 15 to 24.

Respective responsibilities of the Trustee and examiner

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

It is my responsibility to:

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

Basis of independent examiner's statement

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

Independent examiner's statement

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

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

/Continued...

FUTURE SKILLS TRAINING

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2020

.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the exitent regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Charles Ssempijja, ACA

Charles Ssempijja, ACA

Chartered Accountant

No. 38, 52 Peckham Grove

London

SE15 6FR

Date:

FUTURE SKILLS TRAINING

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2020

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
INCOME FROM							
Donations and legacies	2	25,398	8,182	33,580	22,468	14,444	36,912
Charitable activities							
PRU & Mentoring		76,512	1,000	77,512	82,807	-	82,807
Investments	3	25	-	25	25	-	25
Other		56	-	56	725	-	725
TOTAL INCOME		101,991	9,182	111,173	106,025	14,444	120,469
EXPENDITURE ON:							
Charitable activities							
PRU	4	34,019	-	34,019	30,067	-	30,067
Mentoring	4	45,869	-	45,869	48,983	-	48,983
Infuse		8,480	8,794	17,274	19,629	8,717	28,346
Battersea Lions	4	26	5,301	5,327	2,266	2,830	5,096
Mediation		-	-	-	114	-	114
Summer projects		1,673	1,000	2,673	-	-	-
		90,067	15,095	105,162	101,059	11,547	112,606
Raising funds	4	4,381	-	4,381	6,278	-	6,278
TOTAL EXPENDITURE		94,448	15,095	109,543	107,337	11,547	118,884
Transfer between funds	10	(3,016)	3,016	-	-	-	-
NET MOVEMENT IN FUNDS		4,527	(2,897)	1,630	(1,312)	2,897	1,585
RECONCILIATION OF FUNDS							
TOTAL FUNDS	AT 1	2,260	2,897	5,157	3,572	-	3,572
SEPTEMBER 2019							
TOTAL FUNDS	AT 31	£ 6,787	£ Nil	£ 6,787	£ 2,260	£ 2,897	£ 5,157
AUGUST 2020							

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

BALANCE SHEET As at 31 August 2020

	Notes	£	2020 £	£	2019 £
CURRENT ASSETS					
Cash at bank and in hand		7,594		6,469	
CREDITORS: amounts falling due within one year	9	(807)		(1,312)	
NET CURRENT ASSETS			6,787		5,157
NET ASSETS			£ 6,787		£ 5,157
FUNDS					
Restricted funds	10		-		2,897
Unrestricted funds:					
General fund	10		6,787		2,260
			£ 6,787		£ 5,157

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on and signed on their behalf by:-

SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

FUTURE SKILLS TRAINING

STATEMENT OF CASH FLOWS For the year ended 31 August 2020

	2020		2019	
	£	£	£	£
Cash flows from operating activities		1,630		<i>1,585</i>
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	-		<i>3,605</i>	
Increase/(decrease) in creditors	(505)		(2,566)	
		(505)		<i>1,039</i>
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		1,125		<i>2,624</i>
Cash and cash equivalents at the beginning of the year		6,469		<i>3,845</i>
Cash and cash equivalents at the year end		7,594		<i>6,469</i>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

Interest receivable

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

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Allocation of support costs

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Judgements and key sources of estimation uncertainty

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	<i>Total Funds 2019 £</i>
Grant income				
- Battersea Power Station	-	-	-	2,800
- HMRC: Job Retention Scheme	4,704	-	4,704	-
	<u>4,704</u>	<u>-</u>	<u>4,704</u>	<u>2,800</u>
Donations, including gift aid	20,694	8,182	28,876	34,112
	<u>£ 25,398</u>	<u>£ 8,182</u>	<u>£ 33,580</u>	<u>£ 36,912</u>

3. INVESTMENT INCOME

	2020 £	2019 £
Interest receivable from:		
Cash at bank	£ 25	£ 25

4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2020 £	<i>Total 2019 £</i>
Charitable activities					
PRU	2,291	27,905	3,823	34,019	30,067
Mentoring	32,377	11,866	1,626	45,869	48,983
Infuse	2,058	13,383	1,833	17,274	28,346
Battersea Lions	4,756	502	69	5,327	5,096
Mediation	-	-	-	-	114
Summer project	172	2,200	301	2,673	-
	<u>41,654</u>	<u>55,856</u>	<u>7,652</u>	<u>105,162</u>	<u>112,606</u>
Fundraising costs	-	3,853	528	4,381	6,278
Support & governance costs	5,512	2,668	(8,180)	-	-
	<u>£ 47,166</u>	<u>£ 62,377</u>	<u>£ Nil</u>	<u>£ 109,543</u>	<u>£ 118,884</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2019 £
<i>Charitable activities</i>				
PRU	3,291	22,238	4,538	30,067
Mentoring	35,179	11,464	2,340	48,983
Infuse	1,809	22,039	4,498	28,346
Battersea Lions	5,096	-	-	5,096
Mediation	114	-	-	114
Summery projects	-	-	-	-
	45,489	55,741	11,376	112,606
Fundraising costs	300	4,965	1,013	6,278
Support & governance costs	5,578	6,811	(12,389)	-
	<u>£ 51,367</u>	<u>£ 67,517</u>	<u>£ Nil</u>	<u>£ 118,884</u>

Of the total expenditure of £109,543 (2019 - £118,884), £90,067 (2019 - £101,059) was unrestricted expenditure, and £15,095 (2019 - £11,547) was restricted expenditure.

5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Salary costs				
Wages and salaries	53,917	5,212	59,129	65,136
Social security costs	1,358	-	1,358	1,124
Employer pension	1,131	-	1,131	965
	56,406	5,212	61,618	67,225
Other staffing costs				
Consultancy	760	-	760	292
	<u>£ 57,166</u>	<u>£ 5,212</u>	<u>£ 62,378</u>	<u>£ 67,517</u>

The average weekly number of staff on a head count basis was 4 (2019 - 4).

The total employee benefits of the key management personnel were £29,809 (2019 - £30,917).

6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2019 - the same).

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

8. SUPPORT COSTS

	2020	2019
	£	£
Governance costs:		
Independent Examiner's fee	600	600
Dues and subscriptions	480	360
Insurance Expense	599	583
General office costs	386	1,062
Postage and Delivery	9	-
Printing and photocopying	-	398
Computer and Internet Expenses	1,213	1,213
Telephone	1,065	767
Staff DBS Check	10	130
Software	271	310
Staff training	483	483
Stationery	20	20
Staff meetings	32	53
Staff entertainment	-	447
Advertising/Promotional	343	80
Staff support costs	2,668	6,811
	<u>£ 8,180</u>	<u>£ 13,317</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Accruals	600	600
Taxation and social security	-	512
Pension control	207	200
	<u>£ 807</u>	<u>£ 1,312</u>

FUTURE SKILLS TRAINING

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

10. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
RESTRICTED FUNDS					
Battersea Lions	-	2,285	(5,301)	3,016	-
Infuse	2,897	5,897	(8,794)	-	-
Summer projects	-	1,000	(1,000)	-	-
	<u>£ 2,897</u>	<u>£ 9,182</u>	<u>£ (15,095)</u>	<u>£ 3,016</u>	<u>£ Nil</u>

SUMMARY OF FUNDS

General Funds	2,260	101,991	(94,448)	(3,016)	6,787
Restricted Funds	2,897	9,182	(15,095)	3,016	-
	<u>£ 5,157</u>	<u>£ 111,173</u>	<u>£ (109,543)</u>	<u>£ Nil</u>	<u>£ Nil</u>

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds			Total Funds
	Designated Funds £	General Funds £	Restricted Funds £	Total Funds £
Net current assets	-	6,787	-	6,787
	<u>£ Nil</u>	<u>£ 6,787</u>	<u>£ Nil</u>	<u>£ 6,787</u>