

Company registered number  
05745511

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**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**

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# **FUTURE SKILLS TRAINING**

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

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## **REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 August 2024

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## FUTURE SKILLS TRAINING

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2024

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

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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#### **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 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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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#### **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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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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.

### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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#### **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

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### TRUSTEES' REPORT

For the year ended 31 August 2024

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#### *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.
Residentials	No residential or other summer activities this year.	A rest for all the staff

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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#### **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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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#### **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**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2024**

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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

**INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES**

**For the year ended 31 August 2024**

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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).

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**INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES**

**For the year ended 31 August 2024**

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.../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 £
<b>INCOME FROM</b>							
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
<b>TOTAL INCOME</b>		<b>278,588</b>	<b>-</b>	<b>278,588</b>	<b>237,392</b>	<b>-</b>	<b>237,392</b>
<b>EXPENDITURE ON:</b>							
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	-	-	-
		<b>249,686</b>	<b>-</b>	<b>249,686</b>	<b>182,740</b>	<b>-</b>	<b>182,740</b>
Raising funds	4	11,813	-	11,813	10,877	-	10,877
<b>TOTAL EXPENDITURE</b>		<b>261,499</b>	<b>-</b>	<b>261,499</b>	<b>193,617</b>	<b>-</b>	<b>193,617</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>17,089</b>	<b>-</b>	<b>17,089</b>	<b>43,775</b>	<b>-</b>	<b>43,775</b>
<b>RECONCILIATION OF FUNDS</b>							
TOTAL FUNDS AT 1 SEPTEMBER 2023		45,460	-	45,460	1,685	-	1,685
<b>TOTAL FUNDS AT 31 AUGUST 2024</b>		<b>£ 62,549</b>	<b>£ Nil</b>	<b>£ 62,549</b>	<b>£ 45,460</b>	<b>£ Nil</b>	<b>£ 45,460</b>

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

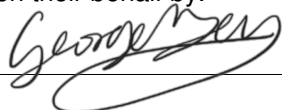
The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

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

## NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2024

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### 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**

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***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 £	Total Funds 2023 £
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	<u>£ Nil</u>	<u>£ Nil</u>

#### 4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2024 £	Total 2023 £
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

<i>Prior year</i>	<i>Direct costs</i> £	<i>Staff / consultant costs</i> £	<i>Support &amp; governance costs</i> £	<i>Total 2023</i> £
<i>Charitable activities</i>				
<i>PRU</i>	7,125	33,168	13,919	54,212
<i>Mentoring</i>	71,435	26,996	11,329	109,760
<i>Infuse</i>	120	8,930	3,747	12,797
<i>Summer projects</i>	538	3,827	1,606	5,971
	79,218	72,921	30,601	182,740
<i>Fundraising costs</i>	-	7,662	3,215	10,877
<i>Support &amp; governance costs</i>	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

	<b>Unrestricted Funds</b> <b>2024</b> £	<b>Restricted Funds</b> <b>2024</b> £	<b>Total Funds</b> <b>2024</b> £	<i>Total Funds</i> <i>2023</i> £
<b>Salary costs</b>				
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>
<b>Other staffing costs</b>				
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
	<b>£ 70,628</b>	<b>£ 33,816</b>

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
	£	£	£	£	£
<b>RESTRICTED FUNDS</b>					
Wandsworth HAF	-	-	-	-	-
	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>	<u>£ Nil</u>
<b>SUMMARY OF FUNDS</b>					
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		Restricted Funds	Total Funds
	Designated Funds	General Funds		
	£	£	£	£
Net current assets	-	62,549	-	62,549
	<u>£ Nil</u>	<u>£ 62,549</u>	<u>£ Nil</u>	<u>£ 62,549</u>