

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

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FUTURE SKILLS TRAINING

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

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
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 extant 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		<u>49,560</u>	<u>62,549</u>
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

	2025		2024	
	£	£	£	£
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	(969)		1,089	
		(969)		1,089
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		(13,958)		18,178
Cash and cash equivalents at the beginning of the year		66,228		48,050
Cash and cash equivalents at the year end		52,270		66,228

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 £	Total Funds 2024 £
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
	24,756	840	25,596	7,356
Donations, including gift aid	18,956	-	18,956	17,583
	£ 43,712	£ 840	£ 44,552	£ 24,939

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 £	Total 2024 £
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
	31,468	127,341	78,112	236,921	249,686
Fundraising costs	-	6,429	3,944	10,373	11,813
Support & governance costs	32,019	50,037	(82,056)	-	-
	£ 63,487	£ 183,807	£ Nil	£ 247,294	£ 261,499

FUTURE SKILLS TRAINING

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

<i>Prior year</i>	<i>Direct costs</i> £	<i>Staff / consultant costs</i> £	<i>Support & governance costs</i> £	<i>Total 2024</i> £
<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 £	<i>Total Funds</i> <i>2024</i> £
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>