

Skills Enterprise Ltd

Company Limited by Guarantee

Financial Statements

For the year ended 31st March 2022

Charity Number 1120254

Company Registration Number 05988709

CONTENTS

	Page
1) Legal and Administrative Information	2
2) Trustees' Annual Report	3-15
3) Independent Examiner's Report	16
4) Statement of Financial Activities Including Income and Expenditure Statement.	17
5) Balance Sheet	18
6) Notes to the accounts	19-25

LEGAL AND ADMINISTRATIVE INFORMATION

Registered charity Name	Skills Enterprise Ltd
Charity Registration Number	1120254
Company Registration Number	05988709
Registered Office	Trinity Centre East Avenue London E12 6SG
Trustees	Mr M S Abdeen Mr G D Kulothungan Mr A J Marri Mr B Rajendran Mr A M Zackaria
Independent examiner	Brian Dexter ACMA, CGMA. 172 Sandford Road East Ham London E6 3PX
Bankers	HSBC Bank plc 118 High Street North London E6 2HX

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDING 31st MARCH 2022

The Trustees, who are also directors for the purposes of company law, present their report and financial statements of the charity for the year ended 31st March 2022.

The accounts have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the Charities Act 2011 and the SORP (FRS102) "Accounting and Reporting by Charities" issued in March 2015.

STRUCTURE AND GOVERNANCE

Skills Enterprise Limited is a registered charity (1120254) and a company limited by guarantee (05988709). It is governed by its Trustees who are also Directors and meet regularly to manage its affairs.

Company and charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the Trustees have:

- Selected suitable accounting policies and then applied them consistently
- Made judgements and estimates that are reasonable and prudent
- Stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis.

The charity has a core of employed staff, but it also relies upon the services of a pool of community and digital champion volunteers for the delivery of its services. Day to day organisational decisions are delegated to the Project Manager.

The Trustees have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act.

Risk

The Trustees have given due consideration to the major risks to which the charity is exposed, and are satisfied that systems, policies and procedures are in place to mitigate exposure to major risks.

CHARITABLE OBJECTIVES AND ACTIVITIES

Who we are and what we do

Skills Enterprise is a vibrant community organisation, with a **vision that vulnerable and marginalised people in Newham, especially those from Black, Asian and other minoritized communities, are included and empowered with improved life chances and choices.**

We want to combat the challenges arising from deprivation and social exclusion in the local community through a range of high-quality digital inclusion, advice and advocacy, social, empowerment, educational, healthy living and recreational programmes. In all we do, we aim to break down barriers and reduce isolation, enabling access to learning, training and opportunities, empowering people to reach their goals.

Our mission is to include the excluded through digital skills training, employment support, and community cohesion and participation. Through a holistic and person-centred approach, we offer a range of activities and services:

- Bespoke digital training programmes that focus upon the needs, motivations, and lifestyles of participants.
- Digital competence coaching and training of digital champions: volunteers who help with the former.
- Employability basics: English conversation, cv writing, career guidance, digital job search, interview presentation, job ready club.
- Women's empowerment/VoiceBox café.
- Young people Tech club.
- Survival basics: Crisis support, advocacy and welfare support plans; financial inclusion, money management (budgeting, saving, understanding the terminology).
- Community cohesion: Community events, health and wellbeing workshops, awareness raising workshops and events.

Skills Enterprise provides a resource for the local community in East Ham ward in the London Borough of Newham, while also delivering borough wide services.

Our objectives are to:

- Increase digital competence, especially among the middle aged and elderly
- Improve the employability or capability of local people
- Foster a deeper understanding of rights and responsibilities

Our basic assumptions are that:

- Those who lack even the most basic digital skills are limited in navigating the modern environment, since online competence is now required to apply for benefits, arrange a grocery delivery, or to book a doctor’s appointment.
- People will have more chances and be more employable if they have basic digital, language and communication skills.
- People will be more empowered if they can understand their rights and navigate the public and political systems.

Public Benefit

The activities detailed below have all been undertaken to further the Charity’s purposes for the public benefit. In shaping and planning the activities for the year, Trustees have considered the Charity Commission’s guidance on public benefit. Skills Enterprise regularly consults and actively seeks feedback and suggestions from its beneficiaries, volunteers, partners and supporters.

We seek to help people to develop essential skills necessary to improve the quality of their lives and of the local community, enabling access to learning, training and social opportunities, empowering people to reach their goals. In all that we do, we aim to break down barriers and reduce isolation, working with people of all faiths to promote understanding between all sections of the local community.

Main Activities

At Skills Enterprise we believe that our strength lies in our diversity, meeting the needs of local people, our local community and supporting local community’s aspirations. We also aim to promote understanding between all sections of the local community, offering a setting for multicultural, interfaith and intergenerational exchange through our services. A major area of our work aims to help people develop essential skills necessary to improve the quality of their lives and of the local community, with our 5 main activity areas seeking to fulfil our purpose for public benefit:

Digital Skills and Inclusion	Employment & Skills Support	Women’s Empowerment	Community Engagement Health & Wellbeing	Survival Support Volunteering
---------------------------------	-----------------------------------	------------------------	---	-------------------------------------

ACHIEVEMENTS AND PERFORMANCE

COVID-19 Impact

We continued to navigate our way through the changing landscape of the Coronavirus (COVID-19) pandemic with our services and activities being phased back to in-person sessions, whilst continuing some activities online.

SKILLS ENTERPRISE LTD

Financial Statements

Year Ended 31st March 2022

Digital has changed the world and has now a universal need, and those without it are also those who have been hardest hit. Digital exclusion was revealed at its extreme during the pandemic and as a fundamental necessity for all to survive. We have centred digital inclusion in all we do to help empower users and build their confidence to participate in essential everyday activities and to access the support they may need.

During lockdown we experienced at least a 50% increase in demand for our services and our work around improving digital skills and inclusion which continued at pace during the year. The end of the furlough scheme brought a surge in demand for employment support, first time benefits applicants, advice on evictions and help with daily challenges including racial discrimination. As restrictions were rolled back, we began to offer in-person welfare and job support sessions, advocacy, food supplies and mental and physical wellbeing workshops, linking with NHS and community providers, including women's refuges.

In the prior year we were able to tap into short term funding that became available to support organisations working with communities directly affected by COVID-19 and therefore saw a temporary increase in our income in the year. However, during the reporting year the level of COVID-19 related funding was reduced, which resulted in a reduction in our income for the year. Much of our time was spent on responding to the continued demands of our communities, which left less time for essential fundraising. At the same time, we were unable to resume Electric Exams and other in person training from which we are usually able to generate unrestricted income. We now need to focus on sustaining our work and organisation with longer term grant and unrestricted funds.

During the year we worked with:

1,885 unique people reached directly

24 partner organisations

82 digital champions trained

Digital Skills and Inclusion

Digital exclusion is often invisible and misunderstood. It tends to be considered a challenge only for older people, but our user numbers show the extent to which younger, working-age adults can also be digitally excluded and how this needs to be seen as part of the downward cycle of deprivation and poverty. Money related problems, unemployment and digital exclusion are complex and entrenched issues which cannot be tackled separately, on the contrary, they are usually deeply interconnected.

As a UK Online (accredited) Centre, we continued to work with local communities to address digital exclusion and lack of skills. Beyond our centre-based service delivery, we also undertook outreach to community groups and providers such as Magpie, working with homeless/vulnerably housed women, Social Welfare Alliance and the Plaistow South Big Local to train local people in digital skills and to promote volunteering as a Digital Champion.

As part of our **Digital Inclusion Project**, we worked with our supporters (including Good Things Foundation,

SKILLS ENTERPRISE LTD

Financial Statements

Year Ended 31st March 2022

Newham Council, Vodafone and Power to Change), and through the **Everyone Connected Initiative** to continue our new service of distributing digital devices, data and connectivity to our users.

We also provided devices (tablets, iPads, etc.) to partner community organisations whose users were in need, and who lacked access to these essential resources that could become a life-enhancing aspect of their time isolated at home. The Project also connected skilled **Digital Champion volunteers** with users to demonstrate the usefulness of technology in their everyday life. Digital skill sessions were provided in a group session and one-to-one basis at our centre. Given that older people often lack confidence in learning digital skills, we adopted a method allowing them to learn at their own pace. By the end of March 2022, we assisted a total of **86 older learners in gaining a digital skill**.

Our IT Support partner and training organisations like Computer Aid and Start Now CIC helped us with refurbishment of digital devices and upgrade service. Priority was given to:

- those currently in receipt of asylum support or who were destitute
- families with school age children in need of educational support
- people with a limited English and/or engaging with English Language classes at beginner/intermediate level
- unemployed - job seekers
- those identified as being particularly isolated (e.g. single men)
- homeless women in temporary accommodation.

By the end of March 2022, 87 individuals and 23 families had received WiFi dongles and 162 individuals received digital devices.

Digital Inclusion Project – difference we made:

65% used their device to continue learning digital skills

51% used their devices to manage their health or that of someone else

69% kept up to date with the news (including COVID-19 information)

90% said they were more confident with digital technology

41% have used their devices to apply for jobs, learn new job-oriented skills

29% were helped to use the internet for the first time.

Our work in distributing the devices revealed that people were able to carry out a range of financial and economic activities either independently or with the continued support offered by Skills Enterprise and by other community partners. This resulted in a reduction of some of the stresses and concerns that had built up during the lockdown (including the isolation) and led to a positive impact on their mental health and overall wellbeing.

Marian attended regular ESOL and digital inclusion sessions and fed back:

"When you don't have internet you feel like you are nothing."

"It relieves me from finding £35 a month. I can use that to buy weekly food for my children and put aside some money towards paying off my rent arrears debt to Council."

Overall, the Digital Inclusion Project enabled Maria to learn English again, improve her digital skills, socialise with others, save money that could be spent on essential items and reduce her debt. It gave her a peace of mind, no longer having to worry about when her internet would run out.

We continued to develop our work as the lead for the **Newham Digital Hub**, commissioned by Newham Council to support anyone who needed help with digital skills, no matter what their background and personal circumstances.

54% of users referred to the Newham Digital Hub were unable to pay priority bills, including rent and 29% had mental health needs that impacted their ability to manage money and access services, with 21% entering a hostel or supported housing. We were able to see how our digital training supported residents to become empowered in different ways – particularly around our key aims of supporting progression to further learning or to positive employment outcomes; improvement in health and wellbeing and increased social connections and reduced isolation.

Specific actions included beneficiaries being able to access online meetings with support agencies (e.g. Social Services or domestic violence specialist organisations), access emails, EU Settlement or Universal Credit accounts; contact with children in care, attend video GP appointments; help children with homework and combat isolation by attending social and learning activities online.

Newham Digital Hub Outcomes:

- 77% are (able to) use their computer daily
- 40% use the internet to access at least one public service
- 38% have taken part in civic life – e.g. consultations
- 53% participated in our 'Talk to Us' user consultation sessions
- 87% reported basic or higher digital skills (71% reported no skills before)
- 81% reported accessing community websites.

SKILLS ENTERPRISE LTD

Financial Statements

Year Ended 31st March 2022

Young people digital skills development: this has been a regular feature of our activity programme which we stepped up during the first year of the pandemic, offering children and young people something fun to do during lockdown as well as 3D digital technology and entrepreneurship training and coding skills.

The training helped them to learn simple computer game development using web start up languages like HTML, CSS then PYTHON. Limited funding for this activity preventing us from delivering new training sessions. However, we aim to restart this programme of work in the coming financial year once we have been able to secure the necessary funding.

Employment Support and Skills

We continued embedding digital inclusion through our employment support and skills activities with workshops and 1to1 support as users continued to feel the impact of COVID-19 and the beginning of the cost-of-living crisis. Our aim has been to enhance the skills and capabilities of users in seeking and sustaining employment as well as accessing essential support and other online opportunities (e.g. training, networks, work related information).

Amongst the increasing number of people coming to us over the past year were refugees/migrants who were qualified and experienced professionals but were unable to access skilled jobs due to lack of recognition of their qualifications in the UK as well as other barriers that led them to being unemployed or in lower paid, lower skilled roles. We worked to help them convert their qualifications through the UK NARIC scheme to be recognised in the UK, enabling them to access sustainable jobs that were appropriate to their training and level of expertise.

Our unique and long-term relationship with the Job Centre has been sustained as we have been able to achieve a good level of success in getting their clients who are furthest from the job market into work, including those who were previously in work had not developed their work skills which had reduced their resilience when faced with sudden unemployment. We enhanced our digital inclusion offer – supporting users to access training and digital skills support. Over the period of the pandemic to date, we have received over 260 referrals from the Job Centre who are their hardest to engage clients.

In addition, our job ready activities and support gradually moved to in-person delivery, whilst adhering to the prevailing government guidance on social distancing. The 1to1 support covered a range of needs including:

- creating CVs, online interview guidance and training
- job search and career advice
- accessing job-oriented training
- English language and digital skills for remote working
- assisting with attendance at job centre and job exhibitions
- and other development areas identified within their individual plans.

Our Employment Support, career and guidance work supported:
125 users to search and apply for jobs online and employment support
38 people with Advanced Employment oriented Online digital skills
21 Homeless and vulnerably housed users to gain employment support
21 people to gain employment
11 women who suffered sexual trafficking helped with digital and employment support

Women's Empowerment

Our Voice Box Café project aims to provide safe, creative and well facilitated spaces to engage with women, enabling them to explore democracy and their own power to support, challenge and change.

From setting up e-petitions to forming a party manifesto, our Voice Box Café, enabled an incredible amount of learning over a year. 90% of participants said they have a better understanding of democracy in the UK and 84% said they were likely to take some part in the democratic process, from voting, to attending democratic forums, to standing for election as a councillor. However, during the year we placed this project on hold, temporarily due to lack of funding.

Survival, Support, Volunteering

This has been one of the most challenging times for our community as they continued to live with the impact of the COVID-19 pandemic on their wellbeing. Emerging needs centred on potential evictions, anxiety around the virus and lack of awareness of where to get help/information; not knowing how to access benefits – the process for which was changing and sometimes inaccessible. Referrals from foodbanks, places of worship, Newham Food Alliance were coming through to us to help users with **welfare guidance**. Making or managing a Universal Credit application online has been crucial to many. Over half (55% of our attendees) included accessing Universal Credit as one of the top three reason a service user would go online. We also distributed Household Support Funds to users affected by COVID and Cost Of Living. We distributed 46 vouchers.

Everyone should have equal access to financial services and be supported to develop basic financial skills, enabling them to manage their money regardless of income, age, or circumstance. So, we provide advice on budgeting and dealing with debt through the Money My Way financial management learning programme and Nobody in the Dark financial quiz in partnership with the Good Things Foundation.

- 138 users supported with Universal Credit Online applications
- 22 users signposted to Debt advice

For our older people in our **Older People's Project** – digital exclusion was recognised as a key barrier to their overall wellbeing. We remained committed to addressing poverty, improving wellbeing, mental and physical health, combatting disadvantages, defeating ageism, recognizing diversity, addressing social exclusion and promoting more effective public services for older people. We developed our relationships with the Trinity Centre (where we are now based), Pinnacle Housing and SubCo Trust to provide essential support that would improve older people's digital inclusion.

In Newham 37% of older people are living in income deprived households compared to the national average of 14%. With 73% of Newham residents being of Black, Asian or other minority ethnic backgrounds the impact is greater for them (Age UK, Pension Poverty Report 2021). We have begun work on supporting older people to be aware of, and access pension credit that they are entitled to as a means of improving their income and wellbeing.

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

We worked with SubCo Trust to help older people access events remotely following the digital training they undertook with us (particularly of importance during lockdown where we were able to support the users with learning how to join online celebrations, zoom parties where they were able to engage in Bollywood dancing for older people!).

Working in **partnership** with local networks and community organisations has enabled us to combine and make best use of our specialisms and capacity to respond to local needs. This includes our partnership work with women's refuges/groups (e.g. Magpie Project, Alternative charity), community centres (Bonny Downs, Renewal Project) money and debt advice charities (Money A+E, Moneyworks), wellbeing/mental health groups (HEAL Together), GP surgeries, churches/temples, job centres and the local council to name a few. We continued as active members of the **Newham Anti-Poverty Alliance** and lead for the Skills Development and Employment Strand – mutually referring vulnerable and isolated users to access crisis support and help with finding employment, as well as financial and digital exclusion.

Our other partnerships included:

Social Welfare Alliance: Newham Social Welfare Alliance Training Programme - offering a training development pathway for all frontline workers in the borough who are regularly having conversations with residents who are presenting with a range of social welfare issues. There are a number of themes with different session topics included delivered by our specialist tutors. The purpose of this is to enhance the skills residents already have and facilitate them getting in touch with others having similar conversations across the borough. The training sessions are all delivered online and are free to attend. Skills Enterprise delivered workshops that will help frontline workers in Newham support residents to become digitally able and to provide information on how and where to refer for additional support. We covered: • The importance of Digital Inclusion & Wellbeing • How we can all be Digital Buddies • Newham's Digital Hubs & online learning resources.

EU Settlement Support: Stay Settled in Newham - The EU Settlement Scheme. With Newham Renewal project as lead organisation- funded by Newham Council we are one of 10 consortium partners to deliver an awareness-raising project on the EU Settlement Scheme (EUSS) to vulnerable residents.

Volunteers are critical to our organisation and our ability to provide the level of support to the increasing number of residents seeking our help. As our work began to start up in person during the year, we were able to deliver our outreach sessions with the support of our digital and community champions, whilst displaying continued caution concerning COVID-19. Services were delivered online where possible as large groups proved difficult to manage, but we engaged Digital Champions on a regular basis. We continued to use '**Learn My Way**' and an external provider, Digital Unite to set up and run the Digital Champions Network online - supporting digital champions (volunteers) in local communities to deliver peer-to-peer training.

Digital Champions helped with a range of online skills including:

- Teaching someone to use internet search engines.
- Helping someone to setup an email account.
- Showing someone how to access council and DWP services online.

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

- Explaining how easy shopping and banking online can be.
- Setting someone up on zoom etc.
- Helping someone research their family history or other hobby online.

During the year 82 local people completed the Digital Champion course and supported:

- 112 people with low confidence or motivation/living in poverty
- 23 people in low or insecure jobs
- 53 experiencing homelessness or insecure housing
- 89 with low or limited basic skills
- 11 people who had been furloughed
- 41 Refugees, asylum seekers or migrants
- 119 people from Black, Asian or other minoritized backgrounds.

As our Digital Champions were successfully gaining employment after engaging with our service there was a need to constantly recruit to meet the demand for digital skills training.

Community Engagement Health & Wellbeing

During the year we worked with people spanning 27 nationalities from:

Ukraine, Afghanistan, Bangladesh, Sri Lanka, Portugal, Iran, Kurdistan, Pakistan, Iraq, Iran, India, Nigeria, Kyrgyzstan, Zimbabwe, Cameroon, Syria, Sudan, Rwanda, Kazakhstan, Palestine, Brazil, Vietnam, Ethiopia, Senegal, Egypt, Kenya and Ghana
(to name a few!)

Spoken, written and creative English Classes - were also offered along with supporting users with digital training. This fresh approach to English language learning, focused on supporting adults with no or low levels of English to better integrate with their local communities. Our Creative English project was delivered both online and face to face.

Community Cohesion – social, cultural events and other celebrations provided positive and engaging activities that created a sense of belonging and community connection at this critical time when so many experienced isolation and loneliness. We delivered a range of community and social events linked to cultural, civic and community developments including linking with UK parliament Week with the Mayor of London's office to help with voter registration and with the annual Shout Out UK campaign in November. We held our usual Diwali celebration with a guest speaker –Mrs Umairah – from Hackney as well as a representative from one of our funders, London Community Fund who shared her experience:

"I have never seen such a mixed, colourful community as this!"

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

Other cultural celebrations included cooking and social events online, Cinema together events, community breakfasts, Black History Month, International Women’s Day, and using our weekly Digital Café as a place to connect with others in the community. Exercise, health and wellbeing activities were also delivered online.

Feedback from Beneficiaries

Learning English and other skills:	<i>“Now I can learn to speak English with YouTube whenever I want”</i>
Benefiting kids’ schoolwork:	<i>“It’s been great for the children in particular, especially while they have been off school. They have been able to access learning, but also games and cartoons to keep them entertained.”</i>
Financial ease:	<i>“it saves so much money that now can be spent on other essential items.”</i>
Navigating bureaucratic systems:	<i>“It was great for the family so they could send files to their solicitor and to Migrant Help/the Home Office and other official offices.”</i>
Recognition and self worth:	<i>“you are a love for us immigrants... that we feel loved even far from our homeland... we feel remembered... thank you...”</i>

Support from Funders and Partners

We would like to thank our funders and partners for working with us to make a difference to the quality of life for often marginalised, vulnerable and isolated local residents: without their support, Skills Enterprise simply could not continue to achieve its aims and objectives.

Funders: London Borough of Newham, Good Things Foundation, The Mayor’s Office, ESF, Groundwork, PTC Colours (Power to Change) City Bridge Trust, Faith Action, Lloyds Bank Foundation, St Mary’s University, Bulldog Trust, Locality.

In addition, we are grateful for the support and opportunity to who very work closely with organisations like Bonny Downs Community Association, Bonny Downs Church, Alternatives, Magpie, Newday, Tracey Fletcher Consulting, Digital Unite, Mind in Tower Hamlets and Newham, Computer Aid, In kind Direct, Salvation Army, East London NHS Foundation, Vicarage primary School, Central Park School, Kensington Academy, local East Ham temples, Mosques, Churches, Department of Works and Pensions- Job Centre, Compost, One Newham, Business in the Community, ELBA, Community Links, Trinity Centre, SUBCO, Royal Docks learning and activities centre, Newham Renewal programme, New Europeans UK, Work Rights Centre, Citizens Advice East End, Civic, Start Now CIC, WH TV, Clean Slate, Money A and E, Roma Support Group, Heal Together, Shpresa, Plaistow South Big Local, Google Digital Garage, FCA, UCL, Birkbeck University, University of London, Greenwich University, EYSF, Horizon Project, Compass Wellbeing, Skills Room, Nursery, Project 17, Clean Slate CIC, Newham Food Alliance and Social

SKILLS ENTERPRISE LTD

Financial Statements

Year Ended 31st March 2022

Welfare Alliance, Our Newham Learning & Skills, Our Newham Money, Newham Works , Groundwork London, Money Guiders England, Debt Free Advice (Mayor Of London) and Social Prescriber (Royal Docks Medical Practice).

Affiliations and Membership

We continually look to improve the quality of work through training, accreditations and membership or affiliation to relevant bodies within the sector. These currently include:

- UK Online Accredited Centre
- CMA Accredited Debt Advisor staff
- Advice UK Member
- Digital Unite Member
- ROPES (Older People Employment Support)
- Certificate of Specialist Network Membership-Housing and Homelessness Network
- Certificate of Specialist Network Membership-Employability
- Certificate of Specialist Network Membership-ESOL
- Certificate of Specialist Network Membership-Health and Wellbeing
- Member of Money Guiders Network
- School Home Support – Member
- Refugee Employment Network (REN) membership
- London Youth Member

GOING CONCERN

The Trustees have been meeting regularly to monitor Skills Enterprise's financial position. At the end of March 2022 we had unrestricted reserves of £66,948 which represents approximately 6 months' of expenditure. At the time of writing this report in the third quarter of 2022-23 we have achieved sufficient income to cover our expected costs for the year with a number of funding requests in the pipeline. Our current financial forecast runs until the end of March 2024. It is based on cautious income assumptions and shows that with the reserves we expect to have at the end of March, we are a going concern.

PLANS FOR FUTURE PERIODS

In the coming year our work will continue to focus on the continued impact of the COVID-19 pandemic and the now worrying effect of the cost-of-living crisis on residents, particularly adults, families and children/young people from Black, Asian and other minority communities, whom we predominantly serve. We will therefore continue to join forces with Newham based charities, community centres, Council departments and others to make sure no Newham resident nor child in our area are suffering in low income, poverty or lack of digital skills, support or access and that no-one is forced to sleep rough on our streets.

SKILLS ENTERPRISE LTD

Financial Statements

Year Ended 31st March 2022

We will give priority to:

- **Strong focus on digital inclusion**

Digital inclusion is an urgent priority that needs addressing to enable all people to participate fully in everyday civic and social life as well as being able to access opportunities to help them out of poverty. We will increase the number of digital champions we recruit and train with input from with Social Prescribers to create digital health champions to help with NHS apps and digital health generally. We will also pay particular attention to the needs of older people, working in partnership with the First 4 Health Group, to ensure that as health services convert to digital access only, older people are not left behind.

- **Sustaining our services to meet current and emerging needs.**

We will focus on securing much needed funding to develop our digital inclusion work and training, and to undertake research in order to gather insights on the ongoing impact of COVID-19, the cost of living crisis and future needs of users.

- **Develop our Employability programme**

We will step up our employability programme, including digital skills training, 1to1 career guidance, Job Club and job search support to enable residents to access and develop employment opportunities.


- **Re-introduce the Voice Box Cafe**

We still have a long way to go before our politics and democracy are truly inclusive and representative of our society. Our priority will be to secure funds to restart our women's empowerment work and Voice Box Café to engage women through a programme of activities covering education, participation, and celebration of UK democracy.

FINANCIAL REVIEW

Reserves Policy

The Trustees have been meeting regularly to monitor Skills Enterprise's financial position. As at 31 March 2022 our total reserves stood at £145,218. Deducting Restricted Funds and the value of fixed assets leaves free reserves at £66,948 which represents approximately 6 months of expenditure which is in line with our reserves policy.


Signed on behalf of the Trustees
Director/Trustee

Date: 07/12/2022

JOSEPH ANTHONY MANTI

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

Independent Examiner's Report to the members of Skills Enterprise Ltd

I report on the accounts of the charity for the year ended 31st March 2022, which are set out in the following pages.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, "the 2011 Act", and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- i) Examine the accounts under section 145 of the 2011 Act;
- ii) To follow the procedures laid down in the general directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- iii) To state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you 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 matter has come to my attention:

- (a) Which gives me reasonable cause to believe that in any material respect the requirements:
 - a. To keep accounting records in accordance with section 386 of the companies Act 2006; and
 - b. To prepare accounts which accord with the accounting records, comply with the Charities Act 2011 and the SORP (FRS102) "Accounting and Reporting by Charities" issued in March 2015.have not been met; or
- (b) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Brian Dexter
Chartered Management Accountant
172 Sandford Road
East Ham
London
E6 3PX
Dated.....7/12/2022

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
<u>Income and Endowments from</u>					
Grants, Donations and Legacies	2	£ 3,276	£ 137,806	£ 141,082	£ 276,331
Total Incoming Resources		<u>£ 3,276</u>	<u>£ 137,806</u>	<u>£ 141,082</u>	<u>£ 276,331</u>
<u>Expenditure on:</u>					
Raising Funds		£ 0	£ 0	£ 0	£ 0
Charitable activities					
Training activities		£ 1,415	£ 134,041	£ 135,456	£ 194,500
Total cost of Charitable activities		£ 1,415	£ 134,041	£ 135,456	£ 194,500
Other costs	3	£ 1,175	£ 1,068	£ 2,243	£ 1,770
Total resources expended		£ 2,590	£ 135,109	£ 137,699	£ 196,270
Net movement in funds(before Transfers)		£ 686	£ 2,697	£ 3,383	£ 80,061
Transfers between funds		£ -	£ -	£ -	£ -
Net movement in funds		<u>£ 686</u>	<u>£ 2,697</u>	<u>£ 3,383</u>	<u>£ 80,061</u>
Reconciliation of Funds:					
Fund balances 1 st April 2021		£ 66,262	£ 75,573	£ 141,835	£ 61,774
Fund balances 31st March 2022		<u>£ 66,948</u>	<u>£ 78,270</u>	<u>£ 145,218</u>	<u>£ 141,835</u>

This statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. It includes all gains and losses in the year therefore a statement of total recognised gains and losses has not been prepared.
All of the organisation's operations are classed as continuing.

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

BALANCE SHEET
AS AT 31 MARCH 2022


	Note	2022	2021
Fixed Assets			
Tangible Fixed Assets	6	<u>£ 1,348</u>	<u>£ 1,800</u>
Current Assets			
Debtors & Prepayments		£ 0	£ 0
Cash at bank or in hand		<u>£ 176,064</u>	
		£ 176,064	£ 173,447
Creditors: amounts due within			
One year	7	<u>£ 32,194</u>	<u>£ 33,412</u>
Net Current Assets		<u>£ 143,870</u>	<u>£ 140,035</u>
Creditors: amounts falling due after			
more than one year.		<u>£ -</u>	<u>£ -</u>
Net Assets		<u>£ 145,218</u>	<u>£ 141,835</u>
Income Funds			
Restricted Funds	9	£ 78,270	£ 75,573
General Funds		<u>£ 66,948</u>	<u>£ 66,262</u>
Total Funds		<u>£ 145,218</u>	<u>£ 141,835</u>

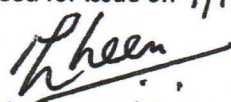
For the year ended 31 March 2022 the charity was entitled to exemption from Audit under section 477 of the Companies Act 2006 relating to small companies

Trustee Declarations

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476;
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements

These financial statements were approved by the members and authorised for issue on 7/12/2022 and signed on their behalf by


 Director and Trustee
JOSEPH ANTHONY MARRI


 Director and Trustee
MUHAMMED SHALIR ABDEEN

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31st March 2022.

1 Accounting Policies

a. Basis of preparation

The accounts have been prepared under the historic cost convention. The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice: Accounting and Reporting by Charities issued March 2005 and updated May 2008, and the Charities Act 2011.

b. Fund Accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in the furtherance of the general objects of the charity and which have not been designated by the trustees for other purposes. These funds are held to finance both working capital and capital investment.

c. Incoming Resources

Incoming resources are credited in the accounts when they are received, except that:

- income tax recoverable on Gift Aid donations is credited at the same time as the related donation.
- Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources
- Performance related Grant income is only included in the SOFA once the related goods and services has been delivered
- Volunteer Help is not included in the accounts as its value cannot be measured with sufficient reliability, but it is described in the trustees' annual report.

d. Resources expended

- Liabilities are recognised in the accounts at the time when a commitment to make payment is incurred.
- Governance costs include the preparation and examination of statutory accounts, cost of trustee meetings and any legal advice to trustees on matters of governance

e. Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the costs less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment	25% p.a on reducing balance.
Computer Equipment	25% p.a on reducing balance.

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31st March 2022.

2. Voluntary Income

Current Year	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
Donations, Grants and Legacies				
General Funds				
Bonny Downs Baptist Church	£	£ -	£ -	£ 7,400
Onyx	£	£ -	£ -	£ 2,023
Certsure LLP	£	£ -	£ -	£ 413
Power Bar	£ 100	£ -	£ 100	£ -
HMRC	£ 1,926	£ 2,074	£ 4,000	£ -
St Mary's University	£ 1,250	£ -	£ 1,250	£ -
Employment Support				
East End Community Foundation	£	£ -	£ -	£ 14,471
PTC Colours	£	£ 4,611	£ 4,611	£ 24,842
City Bridge Trust	£	£ 41,208	£ 41,208	£ 25,100
ESF Groundwork	£	£ 1,711	£ 1,711	£ 5,379 -
Welfare Guidance				
The National Lottery	£ -	£ -	£ -	£ 44,047
BDCA	£ -	£ -	£ -	£ 15,759
NEWway	£ -	£ -	£ -	£ 2,817
CAF	£ -	£ -	£ -	£ 13,790
EUSS	£ -	£ 3,000	£ 3,000	£ -
Skills Development				
Good Things Foundation	£	£ 8,603	£ 8,603	£ 29,825
London Borough of Newham	£ -	£ 20,650	£ 20,650	£ 13,024
Magpie Project	£ -	£ 670	£ 670	£ -
Community Cohesion				
The Charities Trust	£ -	£ -	£ -	£ 5,000
Newham Community Renewal	£ -	£ 5,429	£ 5,429	£ -
Plaistow South Big Local	£	£ 280	£ 280	£ -
Volunteers and Support				
Lloyds Foundation	£	£ 170	£ 170	£ 14,468
Young People				
The Mayor's Office	£ -	£ -	£ -	£ 11,503

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31st March 2022

2. Voluntary Income (Current Year)	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
Older People				
Independent Age	£ -	£ -	£ -	£ 11,470
Multiple categories				
Bulldog Trust	£ -	£ 15,000	£ 15,000	£ 15,000
Lloyds Foundation	£ -	£ 30,000	£ 30,000	£ 20,000
Locality	£ -	£ 4,400	£ 4,400	£ -
Total	£ 3,276	£ 137,806	£ 141,082	£ 276,331
Voluntary Income Prior Year.				
	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
Donations, Grants and Legacies				
General Funds				
Bonny Downs Baptist Church	£ 7,400	£ -	£ 7,400	£ -
Onyx	£ 2,023	£ -	£ 2,023	£ -
Certsure LLP	£ 413	£ -	£ 413	£ 8,718
Employment Support				
East End Community Foundation	£	£14,471	£14,471	£ -
PTC Colours	£	£24,842	£24,842	£ -
City Bridge Trust	£	£25,100	£25,000	£ -
ESF Groundwork	£ 1,711	£ 3,668	£ 5,379	£ -
Welfare Guidance				
The National Lottery	£ -	£ 44,047	£ 44,047	£ -
BDCA	£ -	£ 15,759	£ 15,759	£ 12,263
NEWway	£ -	£ 2,817	£ 2,817	£ 11,074
CAF	£ 4,980	£ 8,810	£ 13,790	£ 4,980
Skills Development				
Good Things Foundation	£	£29,825	£ 29,825	£ 28,906
London Borough of Newham	£ 10,600	£ 2,424	£ 13,024	£ 250
Community Cohesion				
The Charities Trust	£ -	£ 5,000	£ 5,000	£ -

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
 FOR THE YEAR ENDED 31st March 2022

2. Voluntary Income (Prior Year)	Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
Volunteers and Support				
Lloyds Foundation	£ 5,567	£ 8,901	£14,468	£ -
Young People				
The Mayor's Office	£ -	£ 11,503	£ 11,503	£ -
Older People				
Independent Age	£ -	£ 11,470	£ 11,470	£ -
Multiple categories				
Bulldog Trust	£ -	£ 15,000	£ 15,000	£ -
Lloyds Foundation	£ -	£ 20,000	£ 20,000	£ -
Lifeline Community	<u>£ -</u>	<u>£ -</u>	<u>£ -</u>	<u>£ 6,000</u>
Total	<u>£ 32,694</u>	<u>£ 243,637</u>	<u>£276,331</u>	<u>£ 103,076</u>

3. Other Costs	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
Governance: Independent Exam	£ 250	£ 0	£ 250	£ 250
Bank Charges	£ 15	£ 0	£ 15	£ 30
Insurance	£	£ 1,068	£ 1,068	£ 720
Accountancy Fees	<u>£ 910</u>	<u>£ 0</u>	<u>£ 910</u>	<u>£ 770</u>
Total Governance costs	<u>£1,175</u>	<u>£ 1,068</u>	<u>£ 2,243</u>	<u>£ 1,770</u>

4. Net Incoming Resources for the year	2022	2021
This is stated after charging:		
Depreciation	<u>£ 453</u>	<u>£ 1,526</u>

5. Payments to Trustees

No salaries or wages nor expenses have been paid to the members/trustees during the year.

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31st March 2022

6. Tangible Fixed Assets	Fixtures & Fittings	Computer Equipment	Total
Cost			
As at 1 st April 2021	£ 330	£ 15,254	£ 15,584
Additions	£ 0	£ 0	£ 0
Disposals	<u>£ 0</u>	<u>£ 0</u>	<u>£ 0</u>
As at 31st March 2022	<u>£ 330</u>	<u>£ 15,254</u>	<u>£15,584</u>
Accumulated Depreciation			
As at 1 st April 2021	£ 297	£ 13,487	£13,784
Charge for year	£ 11	£ 442	£ 453
On disposals	<u>£ 0</u>	<u>£ 0</u>	<u>£ 0</u>
As at 31st March 2022	<u>£ 308</u>	<u>£ 13,929</u>	<u>£ 14,237</u>
Net Book Value			
As at 31st March 2022	<u>£ 22</u>	<u>£ 1,325</u>	<u>£ 1,347</u>
As at 31st March 2021	<u>£ 33</u>	<u>£ 1,767</u>	<u>£ 1,800</u>

7. Creditors- Amounts falling due within one year

	2022	2021
Deferred Income	£ 4,643	£ 4,642
Taxation and social security	£ 921	£ 2,804
Trade Creditors and Accruals	<u>£ 26,630</u>	<u>£ 25,966</u>
Total	<u>£ 32,194</u>	<u>£ 33,412</u>

8. Capital commitments

At 31st March 2022 the Charity had no capital commitments (2021 Nil).

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
 FOR THE YEAR ENDED 31st March 2022

9. Restricted Income Funds

Current Year	Balance 1 st April 21	Income Resources	Outgoing resources	Funds Transfers	Balance at 31 March 2022
Employment Support	£ 5,414	£ 47,530	£ 48,853		£ 4,091
Welfare Guidance	£ 15,834	£ 3,000	£ 9,444		£ 9,390
Skills Development	£ 28,641	£ 29,823	£ 22,147		£ 36,317
Community Cohesion	£ 285	£ 5,709	£ 5,994		£ -
Volunteering Support	£ -	£ 170	£ 170		£ -
Young People	£ 6,459	£ -	£ 6,459		£ -
Old People	£ -	£ -	£ -		£ -
Multiple Strands	<u>£ 18,940</u>	<u>£ 51,574</u>	<u>£ 42,042</u>	<u>-</u>	<u>£ 28,472</u>
	<u>£ 75,573</u>	<u>£ 137,806</u>	<u>£ 135,109</u>	<u>£ -</u>	<u>£ 78,270</u>
Prior Year	Balance 1 st April 20	Income Resources	Outgoing resources	Funds Transfers	Balance at 31 March 2021
Employment Support	£ 4,467	£ 68,081	£ 67,134		£ 5,414
Welfare Guidance	£ 14,416	£ 71,433	£ 70,015		£ 15,834
Skills Development	£ 1,879	£ 32,249	£ 5,487		£ 28,641
Community Cohesion		£ 5,000	£ 4,715		£ 285
Volunteering Support		£ 8,901	£ 8,901		£ -
Young People		£ 11,503	£ 5,044		£ 6,459
Old People		£ 11,470	£ 11,470		£ -
Multiple Strands	<u>£ 5,200</u>	<u>£ 35,000</u>	<u>£ 21,260</u>	<u>-</u>	<u>£ 18,940</u>
	<u>£ 25,962</u>	<u>£ 243,637</u>	<u>£ 194,026</u>	<u>£ -</u>	<u>£ 75,573</u>

For description of the various funds detailed above please see the Trustees report on activities and achievements during the year.

10. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total
Tangible Fixed Assets	£ 1,348	£ 0	£ 1,348
Current Assets	£ 66,264	£ 109,800	£176,064
Creditors	<u>£ (664)</u>	<u>£ (31,530)</u>	<u>£(32,194)</u>
Total	<u>£ 66,948</u>	<u>£ 78,270</u>	<u>£145,218</u>

SKILLS ENTERPRISE LTD
Financial Statements
Year Ended 31st March 2022

NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31st March 2022

11. Employees

During the year the charity had an average of one (2021: one) full time employees and five (2021: five) part time employees. The total employment cost was £103,741 (2021 £118,279). No member of staff received remuneration over £50,000.

	2022	2021
Gross Salaries	£ 95,378	£ 111,079
ER NIC	£ 6,641	£ 4,928
ER Pension costs	<u>£ 1,722</u>	<u>£ 2,272</u>
Total	£ 103,741	£118,279

Skills Enterprise makes defined contributions payments to an auto enrolment pension scheme where the employee qualifies for auto enrolment.