

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales · Charity number 1120262

Details

Status Registered

Legal form Charitable company

Company number [05840791](#)

Registered 2007-07-26

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

Contact

Address 27 Stamford Hill
London
N16 5TU

Phone 02088067736

Activities

Objects: A) THE ADVANCEMENT OF FURTHER EDUCATION AND TEACHER TRAINING IN PARTICULAR BUT NOT EXCLUSIVELY FOR THE BENEFIT OF YOUNG PEOPLE OF THE ORTHODOX JEWISH FAITH.B) THE ADVANCEMENT OF EDUCATION AND TRAINING FOR YOUTH GROUPS AND/OR INDIVIDUALS TO RELIEVE UNEMPLOYMENT AND WITH A PARTICULAR VIEW TO PROMOTING A CAREER IN TEACHING.C) THE RELIEF OF POVERTY BY PROVIDING FINANCIAL ASSISTANCE AND STUDY GRANTS TO YOUTH GROUPS AND/OR INDIVIDUALS OF THE ORTHODOX JEWISH FAITH TO RELIEVE UNEMPLOYMENT AND WITH A PARTICULAR VIEW TO PROMOTING A CAREER IN TEACHING.D) THE PROVISION OF FACILITIES FOR RECREATION AND OTHER LEISURE TIME OCCUPATION FOR YOUNG PEOPLE WHO ARE IN NEED OF SUCH PROVISION BECAUSE OF THEIR YOUTH, AGE, INFIRMITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES AND WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.

Activities: EDUCATION AND TRAINING AND RELIEF OF POVERTY

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Religious Activities, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** LONDON 'NOT DEFINED IN PRACTICE'
- Hackney

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,133,778	£992,467	£921,017	41
2023-08-31	£1,278,315	£1,076,375	£779,706	41
2022-08-31	£672,463	£734,492	£577,766	40
2021-08-31	£700,765	£605,895	£639,795	39
2020-08-31	£662,088	£576,956	£544,925	37

Trustees

Name	Role	Appointed
ARON GROSSMAN		2012-10-28
FEIGY LIAS		2016-08-11
JACOB DAMEN		2016-08-11

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales - Charity number 1120262

Accounts

Charity registration number 1120262 (England and Wales)

Company registration number 05840791

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr. A Grossman Mr J Damen Miss F Lias
Charity number	1120262
Company number	05840791
Registered office	27 Stamford Hill London N16 5TU
Auditor	Landau Morley LLP 325-327 Oldfield Lane North Greenford Middlesex UB6 0FX

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

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JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Charity's objectives include:

- a) The advancement of further education and teacher training in particular but not exclusively for the benefit of young people of the orthodox Jewish faith.
- b) The advancement of education and training for youth groups and/or individuals to relieve unemployment and with a particular view to promoting a career in teaching.
- c) The relief of poverty by providing financial assistance and study grants to youth groups and/or individuals of the orthodox Jewish faith to relieve unemployment and with a particular view to promoting a career in teaching.
- d) The provision of facilities for recreation and other leisure time occupation for young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.

Our Vision

Our vision is a world in which all people have access to quality education and equal opportunities.

Our Mission

To provide quality education and progression routes for young women for whom statutory services fall short, and who struggle to reach their potential due to extenuating factors, such as religion, poverty and/or ability.

Our Response

Jewish Training Academy for Girls (JTAG) Ltd is a leading further education establishment for young women from the Orthodox Jewish community. JTAG supports minoritised young women aged 16-19 years to access quality, mainstream education, improving their employment prospects and reducing historically high poverty and inequality.

Annually, we provide a variety of accredited and skills-based programmes with clear progression routes. This is supplemented by PSHE, cultural and community projects which provide growth and wellbeing opportunities and are in line with our updated Skills Builder Framework.

Our Measures of Success

We implement robust MEL (Monitoring, Evaluation and Learning) processes to measure success and track each individual's progress, as well as to quantify outputs and share learning.

We use ILPs (Individual Learning Plans) to track each learner's progress. These are tracked on a steady basis and fully evaluated through termly learner progress reports.

Learners contribute to MEL via regular self-assessments and tutorials. Through our Learning Walks and Lesson Observations, we have created a culture of experimentation and learning which continuously improves outcomes for students.

Outputs are measured through robust record keeping, including attendance registers, work and mark records and certification logs.

Quality is measured through comparing to D F E (Department for Education) benchmarks and regularly assessed via lesson observations, learning walks, and a comprehensive end-of-year SAR (School Accountability Report).

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Grant making policy

Grants are made to charitable institutions, organisations and authorised individuals which accord with the objects of the charity and at the discretion of the trustees. During the year under review no grants were made.

Public benefit

The Trustees confirm their compliance with the duty to have due regard to the Public Benefit guidance published by the Charity Commission when reviewing the Charity's aims and objectives and in planning future activities.

Achievements and performance

We're pleased to report on a successful year, which saw improved quality of education, higher standards of performance, the integration of core skills, and outstanding retention, attainment and progression for learners. We are proud to have achieved OUTSTANDING in our Ofsted inspection in March 2025, where we showcased how our learners effectively use skills and learnings to enter the workforce.

We supported 170 learners (2023:179) across the year, as well as 35 alumnae, and 105 young women in the community through a variety of training, study programmes, co-curricular activities, community events and PHSE.

Advancing education

We offered an extensive range of accredited and vocational training, based on learner interest and available resources. Our learning framework covers a variety of fields including IT, Business, Bookkeeping/Accounting, Childcare, Education, Food & Nutrition, Literacy & Numeracy, and Cultural Studies. We also offer Functional Skills and GCSE resits for those learners who do not hold a foundational GCSE qualification.

Accredited programs are at a Level 2 and 3, with clear progression routes. Applicants are supported to achieve minimum entry requirements where needed. We also deliver some non-accredited, regulated vocational programs which do not have any specific entry requirements.

The curriculum is designed to include content that has been identified as most useful and is taught in a logical progression, systematically and explicitly, for all learners to acquire the intended knowledge, skills and behaviours. Learners are able to transfer skills by using knowledge from one subject to progress in another subject.

Teachers prepare students very effectively to cope with higher-level study or employment. As a result, students are resilient and focused on achieving their goals. Teachers and managers monitor the effectiveness and impact of teaching and learning strategies. As a result, students improve their holistic understanding of what they are learning. Teachers use assessment and progress reports to check learners' understanding in order to plan further teaching.

Behaviour continues to be excellent and the environment in the classroom is conducive to learning. Learners seem satisfied and participate well. Attendance rate for the year was a solid 97% and learners use the "personal days" systems which is working really well in managing attendance and punctuality.

Teachers have high expectations and expect high standards from students as is evidenced by exam results. Staff know and care about learning. The tutorials show good communication aids, good progression, with support given when needed.

Learners demonstrate pride in their achievements and progress from Level 2 to Level 3. They show commitment to learning.

During the year under review, we delivered a variety of accredited and regulated IT programmes, at entry and advanced level, supporting digitally excluded young women to access core skills. This included ITQ Level 2 Certificate & Diploma and ITQ Level 3 Diploma, accredited by City & Guilds.

We continued to offer advanced financial literacy training from the LIBF at Levels 2 and 3. The course teaches skills in business finance, money management, debt awareness and making healthy financial decisions.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Once again, we delivered the Advanced Diploma in Accounting Level 3, preparing young women for employment in finance, administration and accounting fields. This was provided alongside a Level 3 Diploma in Computerised Accounting for Business and/or as a stand-alone learning programme. This year we also offered, for the first time, the Bookkeeping Diploma at Level 3, for those learners who did not feel capable of going for the whole accounting course.

We also provided the Level 2 Diploma for The Early Years Practitioner, a learning programme which is a popular choice amongst beneficiaries, providing employment opportunities in childcare/ early years education, a massive sector within the community. This ran either as a standalone course, or in tandem with our in-depth teachers training programme, led by Mrs R Atkins QTS NPSLBA, delivered to the highest specification. The course covered general teachers training including topics like planning, delivering and assessing lessons. All points were accrued over the course period and aimed to establish excellent teaching abilities, good employability skills as well as responsibility in the work place. There was a large portion of practical work, including teaching observations and placements throughout the year.

Our Jewish Studies programme, accredited through ATHE at Level 3 fosters a deep understanding of Jewish history, culture, literature and practice. We were inspected by the board and recommended as a High-Performance Centre. This continues to be a popular choice for many learners.

The number of young women attending without pass grades in core GCSE subjects is still high (20 during the year). We once again provided private tutoring for those who needed extra support in order to progress with further education and meet course-specific entry requirements. Learners of all ages achieve their GCSE and Functional Skills English and Maths qualifications with excellent results, substantially better than national averages and school performances.

Overall, across our accredited learning programmes, we have achieved a 96% pass rate and an outstanding 100% retention rate, well above the National Average.

Non-accredited and vocational training complements our learning offer and provides opportunities for skills development. During the year, we offered short courses in Home Organising, Video editing, Album designing, Marketing, Copywriting and Party Planning. Learners have opportunities to use these skills within the college, supporting with video creation, buffet design, and marketing for co-curricular programmes and events.

Equality, Diversity & Inclusion

There is a strong attitude of respect for each student, regardless of background, family, culture, or ability. Teachers use resources, pictures and literature from a variety of sources, depicting different cultures, and there is a wealth of resources and differentiation for higher and lower achievers embedded in the learning framework.

We have continued developing our SEN offer to better support those with additional needs and make our centre more inclusive. During the year we supported 4 SEN learners with excellent outcomes.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Employment support & progression

Our learners are methodically acclimated to the workplace through employer involvement and work experience built into all our learning programmes. We supported learners with opportunities to gain skills and advice, and progress towards employment and/or further learning, delivering work placements, shadowing opportunities and mentoring. During the year, we revamped our stakeholder engagement, partnering with more local businesses to offer diverse work placements, co-designing learning programmes with local industry experts, and engaging with past alumnae active in the workforce to hear targeted feedback.

We also offered a new Work Ethics programme designed to support learners to understand employee conduct and ethics.

Employment & progression routes continue to be excellent with 99% of our learners having secured employment and/or continued education.

There are some concerns that there is limited education progression beyond Level 3, due to the lack of culturally appropriate adult education facilities. Trustees have worked closely with Teen Action, sharing information, spaces and co-designing initiatives which will support the development of adult learning pathways within the community. This is ongoing work, led by Teen Action in collaboration with the Greater London Authority and other partners. We will keep abreast of developments and collaborate where needed to ensure progression opportunities for our learners and a well-linked learning offer for the wider community.

Safeguarding

Safeguarding continues to be a priority. We keep abreast of Safeguarding legislation and best practice, and are subscribed to City & Hackney Safeguarding Children Partnership and the NSPCC for regular safeguarding updates. Our DSO and Deputy DSO attend regular Safeguarding Supervision Groups at The Interlink Foundation to keep abreast of new developments, to receive support in their roles, and to share best practice. Staff are supported to identify and report any safeguarding concerns through regular accredited safeguarding trainings and in-house guidance. Learners report that they feel safe and protected and know where to go if they need advice or help. We operate with robust Safer Recruitment policies which ensure all staff are fully vetted prior to employment, as well as on a continuous basis. Appropriate checks are undertaken, references are obtained and there is ongoing review of employee conduct.

There were no serious safeguarding incidents during the year under review.

Enrichment opportunities

We continued to develop the skills, confidence and values of our learners and alumnae through our enrichment programmes and through regular opportunities for youth leadership. Learners develop into responsible and respectful citizens who play their part in society, community and public life.

This year we developed our Scheme of Work to incorporate measurable skills in each session and objectives that link well with study outcomes. We also employed additional staff to develop our co-curricular offer to include more cultural and community events and programmes to complement our training, learning and skills development offer.

Learners were given the opportunity to organise our annual heritage retreat and intergenerational holocaust remembrance program, where they used leadership and organizational skills to pull everything together.

We provided regular workshops in mental health, and learners were given opportunities for peer mentoring and volunteering within, and across the community. Learners led on events such as our graduation ceremony, field trips and co-curricular programmes. Modern Britain values and Prevent were covered, incorporated into lessons and taught at length during tutorial time.

Employee support and satisfaction

Our staff and volunteers were supported with opportunities for training, progression, and continued professional development. We continue to prioritise a safe, supportive and welcoming environment for our staff with employee satisfaction at an all-time high, evidenced through staff appraisals and retainment rates.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
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TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Community engagement

As part of our co-curricular offer, we hold open community events and cultural programmes that bring young women in the community together. Our learners celebrated community holidays and religious festivals with others in the community, engaging with the elderly and marginalised through visits and collaborative projects, led by JTAG.

Learners are also continuously encouraged to volunteer within the community, using their learning and skills to support others and gain relevant 'work experience'. We have an extensive network of local organisations with whom our learners enlist. More than 60% of our learners are engaged in regular voluntary work within the community.

We partnered with local schools and colleges to support young women with common challenges including E-Safety and Wellbeing, providing programmes of support, joint workshops and liaising with communal bodies such as the Technology Awareness Group.

Our learners benefited from monthly workshops/lectures by persons from within the community, supporting their personal development and engaging with community leaders.

We held an annual open day where all were invited to explore our various training programmes and meet with staff, alumnae and learners.

We engage with parents through our annual Parents' Evening, and invitations to major events such as Graduation, our annual Open Day, and Holocaust Memorial Day. Parents often volunteer, accompanying our learners on trips and supporting with event management. There is open communication between parents and staff, and parents report feeling heard and involved in their child's education.

Our alumnae are continuously engaged and supported through regular conventions.

We regularly rent and/or provide parts of our premises in kind to local charities, supporting some of the wonderful initiatives locally.

Key outcomes for the year:

- 95% pass rate across all accredited learning programmes.
- 100% learner retention rate.
- 97% attendance rate.
- Excellent progression – 99% of completers either secured employment or continued education on a higher-level course.
- Developed our Scheme of Work to include skills opportunities and objectives directly linked to learning outcomes. Evidence of highly effective skills development, knowledge and behaviours, beyond what is required in academic or vocational studies.
- The effective development of an inclusive, purposeful and friendly environment has ensured all students develop and thrive.
- A coherent and broad curriculum, tailored to meet local and national needs, and the skills needs of learners, Employers and the community.
- Maintained high levels of outstanding behaviour, attitudes and learner/staff satisfaction.

Trustees are pleased with the general performance this year from a delivery and organisation development/sustainability focus.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Financial review

Fundraising

JTAG raises funds through our partnerships, annual fundraising receptions, as well as through applications to Trusts, Foundations and Corporates. During the year the charity spent £5,060(2023: £65,764) on fundraising.

Financial Summary

During the period, the charity's general fund income exceeded expenditure. The trustees are satisfied with the results for the period. Expenditure on charitable activities totalled £987,400 (2023: £1,003,747) of which £256,301(2023: £397,478) was for Support costs & Governance.

A robust fundraising strategy, business plan and detailed budgets has allowed Trustees to maintain a good balance of finances, with confidence that the charity will have sufficient funds to allow it to continue its activities for the foreseeable future.

Reserves Policy

The Trustees aim to maintain free reserves at a level which ensures that the charity can continue to deliver its core objectives and charitable activities in the event of unforeseen reductions in income or unexpected increases in expenditure. The Trustees have set a target to hold free reserves equivalent to a minimum of three months' operational running costs.

At 31 August 2024, the company did not hold any free reserves. This is below the target level set out in the reserves policy. The deficit reflects ongoing loan repayments in connection with its premises.

The Trustees are actively managing this position and, as outlined in the 'Plans for Future Periods', have committed to restoring reserves to the required minimum level by 2026 through continued fundraising and financial control.

The Trustees review the reserves policy and reserve levels annually as part of the financial planning process to ensure it remains appropriate to the charity's needs and risk profile.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Plans for future periods

We are committed to continuous improvement and development of our services to learners and the community. As such, the trustees have set some key goals as follows:

- Increase learner numbers, supporting more young women who do not have access to mainstream education.
- Continue delivering education, employment and PHSE support to minoritised young women, whilst being mindful of the current environment, including the decline in mental health, increased cost of living, and higher than average youth unemployment.
- Maintain high levels of stakeholder engagement.
- Continuously improve teaching standards, providing more training and support for staff.
- Collaborate with other higher education establishments and voluntary services with a similar ethos to develop a more comprehensive offer for our learners and the community.
- Bring reserves back to the required minimum by 2026.

We look forward to sustaining, improving, and growing our delivery, exploring progression opportunities, addressing inequality for learners from ethnic minority and global majority communities, and supporting young women into employment.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Structure, governance and management

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association dated 8 June 2006 as amended on 9 November 2007.

The trustees meet regularly to administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr. A Grossman
Mr J Damen
Miss F Lias

Recruitment, Induction and Training

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles of Association.

It is not the intention of the trustees of the charity to appoint any new trustees for the foreseeable future. Should the situation change in the future, the trustees will apply suitable recruitment, induction and training procedures.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity. The trustees acknowledge that the purchase of premises, along with significant capital works that will be needed, do present a significant operational and financial risk, which has been mitigated through development of a clear fundraising plan and professional support with loan management, interior design, Health & Safety and engineering. The trustees are satisfied that the long-term benefits far outweigh the risks and are committed to managing assets and cash flow responsibly.

The trustees are also aware of the increased risk to our environment brought on by large-scale construction. They are committed to the use of energy-efficient equipment and environmentally friendly materials in our new premises to offset the cost to our environment.

The trustees are satisfied that these systems and procedures mitigate any perceived risks.

Statement of trustees' responsibilities

The trustees, who are also the directors of Jewish Training Academy for Girls (JTAG) Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 unless it is inappropriate to presume that the charity will continue in operation.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

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

Auditor

In accordance with the company's articles, a resolution proposing that Landau Morley LLP be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

Mr J Damen
Trustee

30 May 2025

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Opinion

We have audited the financial statements of Jewish Training Academy for Girls (JTAG) Limited (the 'charity') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations - this responsibility lies with management with the oversight of the directors.

The extent to which our procedures can detect irregularities, including fraud, is detailed below.

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with management (as required by auditing standards).
- We had regard to laws and regulations in areas that directly affect the financial statements including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

- Except for any known or possible non-compliance, and as required by auditing standards, our work in respect of these included enquiry of management about the company's policies, procedures, and related controls regarding compliance with laws and regulations and if there are any known instances of non-compliance.
- We tested the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.
- We performed analytical procedures to identify any unusual or unexpected relationships.
- We examined supporting documents for all material balances, transactions and disclosures.
- We evaluated the selection and application of accounting policies related to subjective measurements and complex transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements of the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

The potential effects of inherent limitations are particularly significant in the case of misstatement resulting from fraud because fraud may involve sophisticated and carefully organized schemes designed to conceal it, including deliberate failure to record transactions, collusion or intentional misrepresentations being made to us.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Landau Morley LLP

30 May 2025

**Chartered Accountants
Statutory Auditor**

325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Landau Morley LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income and endowments from:							
Donations and legacies	2	1,058,503	36,520	1,095,023	1,027,783	119,400	1,147,183
Investments	3	26,787	-	26,787	25,067	-	25,067
Other income	4	11,968	-	11,968	106,065	-	106,065
Total income		1,097,258	36,520	1,133,778	1,158,915	119,400	1,278,315
Expenditure on:							
Raising funds	5	5,060	-	5,060	65,764	-	65,764
Charitable activities	6	966,522	20,885	987,407	988,787	14,960	1,003,747
Other expenditure	10	-	-	-	5,797	1,067	6,864
Total expenditure		971,582	20,885	992,467	1,060,348	16,027	1,076,375
Net income		125,676	15,635	141,311	98,567	103,373	201,940
Transfers between funds		15,635	(15,635)	-	104,440	(104,440)	-
Net movement in funds		141,311	-	141,311	203,007	(1,067)	201,940
Reconciliation of funds:							
Fund balances at 1 September 2023		779,706	-	779,706	576,699	1,067	577,766
Fund balances at 31 August 2024		921,017	-	921,017	779,706	-	779,706

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2024

		2024	2023
	Notes	£	£
Fixed assets			
Tangible assets	12	3,604,575	3,606,832
Current assets			
Debtors	13	202,916	51,485
Cash at bank and in hand		35,319	136,786
		238,235	188,271
Creditors: amounts falling due within one year	14	(796,981)	(1,056,243)
Net current liabilities		(558,746)	(867,972)
Total assets less current liabilities		3,045,829	2,738,860
Creditors: amounts falling due after more than one year	15	(2,124,812)	(1,959,154)
Net assets		921,017	779,706
The funds of the charity			
Unrestricted funds		921,017	779,706
		921,017	779,706

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2024. However, an audit is required in accordance with section 144 of the Charities Act 2011

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 30 May 2025

Mr J Damen
Trustee

Company registration number 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	20		(305,159)		(1,450,065)
Investing activities					
Purchase of tangible fixed assets		(28,950)		(517,125)	
Investment income received		26,787		25,067	
Net cash used in investing activities			(2,163)		(492,058)
Financing activities					
Movement in loans		205,855		1,972,125	
Net cash generated from financing activities			205,855		1,972,125
Net (decrease)/increase in cash and cash equivalents			(101,467)		30,002
Cash and cash equivalents at beginning of year			136,786		106,784
Cash and cash equivalents at end of year			35,319		136,786

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Charity information

Jewish Training Academy for Girls (JTAG) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 27 Stamford Hill, London, N16 5TU.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	no depreciation
Fixtures and fittings	33% reducing balance
Computers	33% reducing balance

Freehold land and assets in the course of construction are not depreciated.

No depreciation has been provided on freehold land and buildings as the assets are kept in good repair and their useful lives and estimated residual values are such that depreciation is not material. Assets are reviewed annually for any impairment. The trustees are of the opinion that the recoverable amount is in excess of the carrying amount and feel that no provision for impairment is required.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	233,483	-	233,483	187,512	4,962	192,474
Grants	825,020	36,520	861,540	840,271	114,438	954,709
	<u>1,058,503</u>	<u>36,520</u>	<u>1,095,023</u>	<u>1,027,783</u>	<u>119,400</u>	<u>1,147,183</u>

3 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Rental income	<u>26,787</u>	<u>25,067</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

4 Other income

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other income	11,968	106,065

5 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	5,060	65,764

6 Charitable activities

	2024 £	2023 £
Staff costs	274,235	265,186
Depreciation and impairment	31,209	32,322
Course running costs	244,694	246,613
Premises costs	148,279	126,291
Trips	32,214	32,017
Therapy costs	475	3,840
	731,106	706,269
Share of support costs (see note 7)	244,901	285,478
Share of governance costs (see note 7)	11,400	12,000
	987,407	1,003,747
Analysis by fund		
Unrestricted funds	966,522	988,787
Restricted funds	20,885	14,960
	987,407	1,003,747

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

7 Support costs

	Support costs	Governance costs	2024 Support costs	Governance costs	2023
	£	£	£	£	£
Office expenses	21,479	-	21,479	23,162	23,162
Computer costs	3,365	-	3,365	1,463	1,463
Travel costs	11,442	-	11,442	14,904	14,904
Sundry expenses	3,405	-	3,405	883	883
Bank charges	4,354	-	4,354	23,782	23,782
Repairs and renewals	21,511	-	21,511	9,052	9,052
Legal and Professional fees	18,123	-	18,123	28,907	28,907
Bank loan interest	161,222	-	161,222	183,325	183,325
Audit fees	-	6,000	6,000	-	6,925
Accountancy fees	-	5,400	5,400	-	5,075
	<u>244,901</u>	<u>11,400</u>	<u>256,301</u>	<u>285,478</u>	<u>297,478</u>
Analysed between Charitable activities	<u>244,901</u>	<u>11,400</u>	<u>256,301</u>	<u>285,478</u>	<u>297,478</u>

8 Trustees

During the year a trustee was paid £9,085 (2023: £8,251) as an employee of the charity not for trustee services.

9 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Teachers	23	25
Lecturers	3	3
Fundraising	3	2
Course Co-ordination	2	2
Administration	3	3
Secretarial	3	4
Programme Co-ordinator	2	1
Senco	2	1
Total	<u>41</u>	<u>41</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

9 Employees **(Continued)**

Employment costs	2024	2023
	£	£
Wages and salaries	273,886	264,827
Other pension costs	349	359
	<u>274,235</u>	<u>265,186</u>

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

Key Management Personnel

The key management personnel of the Charity comprise the Trustees and the Senior Leadership Team. The total employee benefits of the key management personnel of the charity were £18,169 (2023: £16,501).

10 Other expenditure

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Net loss on disposal of tangible fixed assets	-	-	-	5,797	1,067	6,864
	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,797</u>	<u>1,067</u>	<u>6,864</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>5,797</u>	<u>1,067</u>	<u>6,864</u>

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

12 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 September 2023	3,541,210	79,956	17,989	3,639,155
Additions	-	28,950	-	28,950
At 31 August 2024	3,541,210	108,906	17,989	3,668,105
Depreciation and impairment				
At 1 September 2023	-	26,385	5,936	32,321
Depreciation charged in the year	-	27,232	3,977	31,209
At 31 August 2024	-	53,617	9,913	63,530
Carrying amount				
At 31 August 2024	3,541,210	55,289	8,076	3,604,575
At 31 August 2023	3,541,210	53,571	12,051	3,606,832

13 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Other debtors	202,916	42,172
Prepayments and accrued income	-	9,313
	202,916	51,485

14 Creditors: amounts falling due within one year

	2024	2023
Notes	£	£
Bank loans	92,017	51,820
Other taxation and social security	55	3,665
Trade creditors	196,498	170,093
Other creditors	480,183	787,339
Accruals and deferred income	28,228	43,326
	796,981	1,056,243

Included in bank loans a £27,367 is secured on the assets of the charity.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

15 Creditors: amounts falling due after more than one year

	2024	2023
Notes	£	£
Bank loans	2,124,812	1,959,154
	<u> </u>	<u> </u>

Included in bank loans is £1,909,476 secured on the assets of the charity.

16 Retirement benefit schemes

	2024	2023
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	349	359
	<u> </u>	<u> </u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
Security guard	-	20,885	(20,885)	-	-
Security equipment	-	15,635	-	(15,635)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	-	36,520	(20,885)	(15,635)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Previous year:

	At 1 September 2022	Incoming resources	Resources expended	Transfers	At 31 August 2023
	£	£	£	£	£
Security equipment	1,067	-	(1,067)	-	-
YOF Grant	-	4,462	(4,462)	-	-
National lottery	-	9,998	(9,998)	-	-
Universal music UK sound foundations	-	500	(500)	-	-
Building fund	-	104,440	-	(104,440)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	1,067	119,400	(16,027)	(104,440)	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

17 Restricted funds

(Continued)

The projects funds relate to amounts received for specific projects operated by the charity.

The security equipment fund relates to amounts received for purchasing security equipment.

Youth Opportunities Funds (YOF) relate to amounts spent on digital illustration.

National lottery funds relate to amounts spent on community thrive.

The Universal music UK sound foundations fund relates to amount received for purchasing musical equipment.

Building funds related to capital expenditure associated with the improvements of IT suite and premises.

18 Analysis of net assets between funds

	Unrestricted funds 2024 £
At 31 August 2024:	
Tangible assets	3,604,575
Current assets/(liabilities)	(558,746)
Long term liabilities	(2,124,812)
	<u>921,017</u>
	<u><u>921,017</u></u>
	Unrestricted funds 2023 £
At 31 August 2023:	
Tangible assets	3,606,832
Current assets/(liabilities)	(867,972)
Long term liabilities	(1,959,154)
	<u>779,706</u>
	<u><u>779,706</u></u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

19 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

- L4L Europe Limited £5,000 (2023 - £75,000)
- Bloonet Limited £100,000 (2023: £nil)
- Single Estates Ltd £90,000 (2023: £nil)

These are an interest free loans. These companies are related parties due to the company in which a relative of the trustees is being a director.

At the year end an interest-free loan of £Nil (2023- £35,000) was due to a relative of a one of the trustees.

At the year end, an interest free loan of £25,000 (2023 - £nil) was due to Masterfield properties Ltd , a company in which one of the trustees is a director.

20 Cash absorbed by operations	2024	2023
	£	£
Surplus for the year	141,311	201,940
Adjustments for:		
Investment income recognised in statement of financial activities	(26,787)	(25,067)
(Gain)/loss on disposal of tangible fixed assets	-	6,864
Depreciation and impairment of tangible fixed assets	31,209	32,322
Movements in working capital:		
(Increase) in debtors	(151,431)	(28,468)
(Decrease) in creditors	(299,461)	(1,637,656)
Cash absorbed by operations	(305,159)	(1,450,065)

21 Analysis of changes in net (debt)/funds

	At 1 September	Cash flows	At 31 August
	2023		2024
	£	£	£
Cash at bank and in hand	136,786	(101,467)	35,319
Loans falling due within one year	(51,820)	(40,197)	(92,017)
Loans falling due after more than one year	(1,959,154)	(165,658)	(2,124,812)
	(1,874,188)	(307,322)	(2,181,510)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales - Charity number 1120262

Accounts

Charity registration number 1120262

Company registration number 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr. A Grossman Mr J Damen Miss F Lias
Charity number	1120262
Company number	05840791
Registered office	27 Stamford Hill London N16 5TU
Auditor	Landau Morley LLP 325-327 Oldfield Lane North Greenford Middlesex UB6 0FX

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

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JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report and financial statements for the year ended 31 August 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Charity's objectives include:

- a) The advancement of further education and teacher training in particular but not exclusively for the benefit of young people of the orthodox Jewish faith.
- b) The advancement of education and training for youth groups and/or individuals to relieve unemployment and with a particular view to promoting a career in teaching.
- c) The relief of poverty by providing financial assistance and study grants to youth groups and/or individuals of the orthodox Jewish faith to relieve unemployment and with a particular view to promoting a career in teaching.
- d) The provision of facilities for recreation and other leisure time occupation for young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.

Our Vision

Our vision is a world in which all people have access to quality education and equal opportunities.

Our Mission

To provide quality education and progression routes for young women for whom statutory services fall short, and who struggle to reach their potential due to extenuating factors, such as religion, poverty and/or ability.

Our Response

Jewish Training Academy for Girls (JTAG) Ltd is a leading further education establishment for young women from the Orthodox Jewish community. JTAG supports minoritised young women aged 16-19 years to access quality, mainstream education, improving their employment prospects and reducing historically high poverty and inequality.

Annually, we provide a variety of accredited and skills-based programmes with clear progression routes. This is supplemented by PSHE, cultural and community projects which provide growth and wellbeing opportunities.

Our Measures of Success

We implement robust MEL (Monitoring, Evaluation and Learning) processes to measure success and track each individual's progress, as well as to quantify outputs and share learning.

We use ILPs (Individual Learning Plans) to track each learner's progress. These are tracked on a steady basis and fully evaluated through termly learner progress reports.

Learners contribute to MEL via regular self-assessments and tutorials.

Outputs are measured through robust record keeping, including attendance registers, work and mark records and certification logs.

Quality is measured through comparing to D F E (Department for Education) benchmarks and regularly assessed via lesson observations, learning walks, and a comprehensive end-of-year SAR (School Accountability Report).

Grant making policy

Grants are made to charitable institutions, organisations and authorised individuals which accord with the objects of the charity and at the discretion of the trustees. During the year under review no grants were made.

Public benefit

The Trustees confirm their compliance with the duty to have due regard to the Public Benefit guidance published by the Charity Commission when reviewing the Charity's aims and objectives and in planning future activities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Achievements and performance

We're pleased to report on a successful year, which saw improved quality of education, higher standards of performance, and outstanding retainment, attainment and progression for learners.

We supported 179 learners (2022:185) across the year, as well as 32 alumnae and 84 young women in the community, through a variety of accredited learning programmes, career guidance, and PSHE.

Advancing education

We offered an extensive range of accredited and vocational training, based on learner interest and available resources. Our learning framework covers a variety of fields including IT, Business, Bookkeeping/Accounting, Childcare, Education, Food & Nutrition, Literacy & Numeracy, and Cultural Studies.

Accredited programs are at a Level 2 and 3, with clear progression. Applicants are supported to achieve minimum entry requirements where needed. We also deliver some non-accredited, regulated vocational programs which do not have any specific entry requirements.

The curriculum is designed to include content that has been identified as most useful and is taught in a logical progression, systematically and explicitly for all learners to acquire the intended knowledge, skills and behaviours. Learners are able to transfer skills by using knowledge from one subject to progress in another subject.

Teachers prepare students very effectively to cope with higher-level study or employment. As a result, students are resilient and focused on achieving their goals. Teachers and managers monitor the effectiveness and impact of teaching and learning strategies. As a result, students improve their holistic understanding of what they are learning. Teachers use assessment and progress reports to check learners understanding in order to plan further teaching.

Behaviour continues to be excellent and the environment in the classroom is conducive to learning. Learners seem satisfied and participate well. Attendance rate for the year was a solid 96% and learners use the "personal days" systems which is working really well in managing attendance and punctuality.

Teachers have high expectations and expect high standards from students as is evidenced by exam results. Staff know and care about learning. The tutorials show good communication aids, good progression, with support given when needed.

Learners demonstrate pride in their achievements and progress from Level 2 to Level 3. They show commitment to learning.

During the year under review, we delivered a variety of accredited and regulated IT programmes, at entry and advanced level, supporting digitally excluded young women to access core skills. This included ITQ Level 2 Certificate & Diploma and ITQ Level 3 Diploma, accredited by City & Guilds.

We continued to offer advanced financial literacy training from the LIBF at Levels 2 and 3. The course teaches skills in business finance, money management, debt awareness and making healthy financial decisions. In addition, many financial terms and concepts are explained. This was all the more practical and important given the cost-of-living crisis.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Once again, we delivered the Advanced Diploma in Accounting Level 3, preparing young women for employment in finance, administration and accounting fields. This was provided alongside a Level 3 Diploma in Computerised Accounting for Business and/or as a stand-alone learning programme.

We also provided our popular Level 2 Diploma for The Early Years Practitioner, a learning programme which is a popular choice amongst beneficiaries, providing employment opportunities in education, a massive sector within the community. This ran either as a standalone course, or in tandem with our in-depth teachers training programme, led by Mrs R Atkins QTS NPSLBA, delivered to the highest specification. The course covered general teachers training including topics like planning, delivering and assessing lessons. All points were accrued over the course period and aimed to establish excellent teaching abilities, good employability skills as well as responsibility in the work place. There was a large portion of practical work, including teaching observations and placements throughout the year.

Following the successful pilot of the ATHE Level 3 Diploma in Jewish Studies programme last year, we delivered this once again this year, inspected by the board and recommended as a High-Performance Centre. This continues to be a popular choice for many learners.

The number of young women attending without pass grades in core GCSE subjects is still high. We once again provided private tutoring for those who needed extra support in order to progress with further education and meet course-specific entry requirements. We supported them towards re-sitting core GCSEs and/or achieving City & Guilds Functional Skills in Mathematics and English at Levels 1 and 2.

For the first time, we delivered vocational training in Food & Nutrition, much enjoyed by participants and with excellent learning outcomes and community engagement.

We also piloted a program of Business Studies, which supported learners to understand and explore the principles of business, management, and economics, opening new opportunities for them. Learners put together impressive portfolios of work, and were able to 'pitch' their business plans to a panel of local judges. This program is something we wish to develop, with the possibility of accreditation and potential seed business investment for participants.

Overall, across our accredited learning programmes, we have achieved a 95% pass rate and an outstanding 100% retention rate, well above the National Average.

Equality, Diversity & Inclusion

Staff attended a training on embedding Equality and Diversity into every lesson. There is a strong attitude of respect for each student, regardless of background, family, culture, or ability. Teachers use resources, pictures and literature from a variety of sources, depicting different cultures, and there is a wealth of resources and differentiation for higher and lower achievers embedded in the learning framework.

This year we were able to secure funding for learners with SEN (Special Educational Needs). This allowed for the development of our SEN offer, including the recruitment of a SEN Manager, LSAs, and the development of SEN resources and frameworks. This was in line with our Equality & Diversity commitment, allowing us to better support those with additional needs and make our centre more inclusive.

We introduced the AQA Unit Award Scheme, providing accreditation for bite-sized achievements. This is critical for the recognition of learners' attainment and skills development, especially for those who may struggle with mainstream education.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Employment support & progression

Our learners are methodically acclimated to the workplace through employer involvement and work experience built into all our learning programmes. We supported learners with opportunities to gain skills and advice, and progress towards employment and/or further learning, delivering career guidance workshops, work placements, and mentoring.

Employment & progression routes continue to be excellent with 99% of our learners having secured employment and/or continued education.

There are some concerns that there is limited education progression beyond Level 3, due to the lack of culturally appropriate adult education facilities. This is something Trustees wish to explore and resolve in the future.

Safeguarding

Safeguarding continues to be a priority. We keep abreast of Safeguarding legislation and best practice, and are subscribed to City & Hackney Safeguarding Children Partnership and the NSPCC for regular safeguarding updates. Our DSO and Deputy DSO attend regular Safeguarding Supervision Groups at The Interlink Foundation to keep abreast of new developments, to receive support in their roles, and to share best practice. Staff are supported to identify and report any safeguarding concerns through regular accredited safeguarding trainings and in-house guidance. Learners report that they feel safe and protected and know where to go if they need advice or help. We operate with robust Safer Recruitment policies which ensure all staff are fully vetted prior to employment, as well as on a continuous basis. Appropriate checks are undertaken, references are obtained and there is ongoing review of employee conduct.

There were no serious safeguarding incidents during the year under review.

Enrichment opportunities

We continued to develop the skills, confidence and values of our learners and alumnae through our enrichment programmes and through regular opportunities for youth leadership. Learners developed into responsible and respectful citizens who play their part in society, community and public life.

Learners were given the opportunity to organise our annual heritage retreat and intergenerational holocaust remembrance program, where they used leadership and organizational skills to pull everything together.

We provided regular workshops in mental health, and learners were given opportunities for peer mentoring and volunteering within, and across, the community. Learners led on events such as our graduation ceremony, field trips and sports opportunities. Modern Britain values were covered, incorporated into lessons and taught at length during tutorial time.

At the heart of our cultural awareness was our Jewish Studies Programme, which was supplemented by regular celebrations of cultural/religious holidays and included many enrichment opportunities; developing confidence, skills, values, and identity.

We are exploring embedding the Skills Builder Framework across our provision, to support the accurate measurement and development of Essential Skills.

Employee support and satisfaction

Our staff and volunteers were supported with opportunities for training, progression, and continued professional development. We continue to prioritise a safe, supportive and welcoming environment for our staff with employee satisfaction at an all-time high, evidenced through staff appraisals and retainment rates.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Community engagement

With the Cost of Living crisis impacting food poverty in our community, we encouraged our learners to support children in need through the provision of warm meals, cooked and prepared by those engaged in our Food and Nutrition vocational program.

Learners are also continuously encouraged to volunteer within the community, using their learning and skills to support others and gain relevant 'work experience'. We have an extensive network of local organisations with whom our learners enlist. More than 60% of our learners are engaged in regular voluntary work within the community.

Our learners celebrated community holidays and religious festivals with others in the community, engaging with the elderly and marginalised through visits and collaborative projects, led by JTAG.

We partnered with local schools and colleges to support young women with common challenges including E-Safety and Wellbeing, providing programmes of support, joint workshops and liaising with communal bodies such as the Technology Awareness Group.

Our learners benefitted from monthly workshops/lectures by persons from within the community, supporting their personal development and engaging with community leaders.

In February we held an open day where all were invited to explore our various training programmes and meet with staffs, alumnae and learners.

We engage with parents through our annual Parent's Evening, and invitations to major events such as graduation, our annual Open Day, and Holocaust Memorial Day. Parents often volunteer, accompanying our learners on trips and supporting with event management. There is open communication between parents and staff, and parents report feeling heard and involved in their child's education.

Our alumnae are continuously engaged and supported through regular, monthly conventions.

We regularly rent and/or provide parts of our premises in kind to local charities, supporting some of the wonderful initiatives locally.

New premises

In August 2022, the charity purchased a well-priced, 5-story property, used as a Montessori nursery to date, at 27 Stamford Hill, N16 5TU. The premises are based in the heart of the community and easily accessible by foot and public transport.

We've liaised with contractors, an interior designer, engineers and a Health & Safety consultant to put together a renovation plan to transform the dated space into a fit-for-purpose, safe and functional learning facility. During the year under review the majority of the construction work took place, supported by community donations, charitable loans, and grants, including a £75,000 grant from Delapage Ltd and a £25,000 grant from The Wolfson Family Charitable Trust.

The premises are being finished to a high standard, with modern features which allow for energy efficiency, accessibility, safety, optimised use of space, a pleasant environment, and facilities conducive to learning.

There was no interruption in delivery and learning, with these taking place at our old, rental premises during the initial phases of construction. Learning commenced at our new premises in May with some minor works still ongoing. Staff and learners report that the new facility has had a positive impact on learning and engagement.

The project is being overseen by our Building Committee, led by Mr Aron Grossman. Thereafter, the premises will be maintained in good order as part of the roles and responsibilities of our Premises Manager.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Key outcomes for the year:

- 95% pass rate across all accredited learning programmes.
- 100% learner retention rate.
- 96% attendance rate.
- Excellent progression – 100% of completers either secured employment or continuing education on a higher-level course.
- Maintained high levels of outstanding behaviour and learner/staff satisfaction.
- Developed our SEN offer.
- Transformed our new premises into a modern learning facility which is safe, energy-efficient, and conducive for learning.

Trustees are pleased with the general performance this year from a delivery and organisation development/sustainability focus.

FINANCIAL

REVIEW

Fundraising

JTAG raises funds through our partnerships, annual fundraising receptions, as well as through applications to Trusts, Foundations and Corporates. During the year the charity spent £65,764, (2022: £56,444) on fundraising. Increased fundraising expenses related to major fundraising efforts for premises works. The return on investment justified the above-average fundraising budget, with an almost doubled income during the year

Financial Summary

During the period, the charity's general fund income exceeded expenditure. The trustees are satisfied with the results for the period. Expenditure on charitable activities totalled £1,003,747 (2022: £678,048) of which £75,437 (2022: £72,776) was for Support costs & Governance.

The charity had a significantly higher income and expenditure budget during the year due to the costs associated with the purchase and capital works at our new premises.

A robust fundraising strategy and business plan, coupled with responsible credit arrangements, allowed Trustees to maintain a good balance of finances, with confidence that the charity will have sufficient funds to allow it to continue its activities for the foreseeable future.

Reserves

policy

The Trustees aim to hold reserves of at least three months' activity running costs to safeguard the continued delivery of services. At the year end, the charity did not hold any free reserves which is temporary. The trustees justified that in this particular instance, drawing down from free reserves for the premises purchase was warranted in order to ensure long-term sustainability. We've developed a robust financial strategy for loan repayment and to bring reserves back to required levels by January 2026.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

PLANS FOR FUTURE PERIODS

We are committed to continuous improvement and development of our services to learners and the community. As such, the trustees have set some key goals as follows:

- Increase learner numbers, supporting more young women who do not have access to mainstream education.
- continue delivering education, employment and PHSE support to minoritized young women, whilst being mindful of the current environment, including the decline in mental health, increased cost of living, and higher than average youth unemployment.
- Continuously improve teaching standards, providing more training and support for staff.
- Begin working on a framework for a smooth transition to T-Levels, replacing traditional learning.
- Focus on the development of learners' essential skills through embedding the Skills Builder Benchmark.
- Diversify our learning programmes, to include more digital, design, and healthcare trades, to increase employment options and avenues, in line with national and global trends.
- Increase the support available to young women with regard to their personal, social and emotional development.
- Collaborate with other higher education establishments with similar ethos, to develop a more comprehensive offer for all our learners.
- Seek additional culturally appropriate progression for learners by exploring and/or developing adult education opportunities.
- Bring reserves back to the required minimum by 2026.

We look forward to sustaining, improving, and growing our delivery, exploring progression opportunities, addressing inequality for learners from ethnic minority and global majority communities, and supporting young women into employment.

Structure, governance and management

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association dated 8 June 2006 as amended on 9 November 2007.

The trustees meet regularly to administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr. A Grossman
Mr J Damen
Miss F Lias

Recruitment, Induction and Training

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles of Association.

It is not the intention of the trustees of the charity to appoint any new trustees for the foreseeable future. Should the situation change in the future, the trustees will apply suitable recruitment, induction and training procedures.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity. The trustees acknowledge that the purchase of premises, along with significant capital works that will be needed, do present a significant operational and financial risk, which has been mitigated through development of a clear fundraising plan and professional support with loan management, interior design, Health & Safety and engineering. The trustees are satisfied that the long-term benefits far outweigh the risks and are committed to managing assets and cash flow responsibly.

The trustees are also aware of the increased risk to our environment brought on by large-scale construction. They are committed to the use of energy-efficient equipment and environmentally friendly materials in our new premises to offset the cost to our environment.

The trustees are satisfied that these systems and procedures mitigate any perceived risks.

Statement of trustees' responsibilities

The trustees, who are also the directors of Jewish Training Academy for Girls (JTAG) Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 unless it is inappropriate to presume that the charity will continue in operation.

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

Auditor

In accordance with the company's articles, a resolution proposing that Landau Morley LLP be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

Mr J Damen
Trustee

31 May 2024

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Opinion

We have audited the financial statements of Jewish Training Academy for Girls (JTAG) Limited (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations - this responsibility lies with management with the oversight of the directors.

The extent to which our procedures can detect irregularities, including fraud, is detailed below.

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience through discussion with management (as required by auditing standards).
- We had regard to laws and regulations in areas that directly affect the financial statements including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

- Except for any known or possible non-compliance, and as required by auditing standards, our work in respect of these included enquiry of management about the company's policies, procedures, and related controls regarding compliance with laws and regulations and if there are any known instances of non-compliance.
- We tested the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.
- We performed analytical procedures to identify any unusual or unexpected relationships.
- We examined supporting documents for all material balances, transactions and disclosures.
- We evaluated the selection and application of accounting policies related to subjective measurements and complex transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements of the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

The potential effects of inherent limitations are particularly significant in the case of misstatement resulting from fraud because fraud may involve sophisticated and carefully organized schemes designed to conceal it, including deliberate failure to record transactions, collusion or intentional misrepresentations being made to us.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Landau Morley LLP

31 May 2024

**Chartered Accountants
Statutory Auditor**

325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Landau Morley LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income and endowments from:							
Donations and legacies	2	1,027,783	119,400	1,147,183	586,239	1,000	587,239
Investments	3	25,067	-	25,067	17,230	-	17,230
Other income	4	106,065	-	106,065	67,994	-	67,994
Total income		1,158,915	119,400	1,278,315	671,463	1,000	672,463
Expenditure on:							
Raising funds	5	65,764	-	65,764	56,444	-	56,444
Charitable activities	6	988,787	14,960	1,003,747	676,523	1,525	678,048
Other expenditure	10	5,797	1,067	6,864	-	-	-
Total expenditure		1,060,348	16,027	1,076,375	732,967	1,525	734,492
Net income/(expenditure)		98,567	103,373	201,940	(61,504)	(525)	(62,029)
Transfers between funds		104,440	(104,440)	-	-	-	-
Net movement in funds		203,007	(1,067)	201,940	(61,504)	(525)	(62,029)
Reconciliation of funds:							
Fund balances at 1 September 2022		576,699	1,067	577,766	638,203	1,592	639,795
Fund balances at 31 August 2023		779,706	-	779,706	576,699	1,067	577,766

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	12		3,606,832		3,128,892
Current assets					
Debtors	13	51,485		23,017	
Cash at bank and in hand		136,786		106,784	
		<u>188,271</u>		<u>129,801</u>	
Creditors: amounts falling due within one year	14	(1,056,243)		(2,532,078)	
Net current liabilities			(867,972)		(2,402,277)
Total assets less current liabilities			2,738,860		726,615
Creditors: amounts falling due after more than one year	15		(1,959,154)		(148,849)
Net assets			<u>779,706</u>		<u>577,766</u>
The funds of the charity					
Restricted income funds	17		-		1,067
Unrestricted funds			779,706		576,699
			<u>779,706</u>		<u>577,766</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

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

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 31 May 2024

Mr J Damen
Trustee

Company registration number 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(1,450,065)		2,710,815
Investing activities					
Purchase of tangible fixed assets		(517,125)		(3,123,560)	
Investment income received		25,067		17,230	
Net cash used in investing activities			(492,058)		(3,106,330)
Financing activities					
Movement in loans		1,972,125		(9,484)	
Net cash generated from/(used in) financing activities			1,972,125		(9,484)
Net increase/(decrease) in cash and cash equivalents			30,002		(404,999)
Cash and cash equivalents at beginning of year			106,784		511,783
Cash and cash equivalents at end of year			136,786		106,784

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

Charity information

Jewish Training Academy for Girls (JTAG) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 27 Stamford Hill, London, N16 5TU.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	no depreciation
Fixtures and fittings	33% reducing balance
Computers	33% reducing balance

Freehold land and assets in the course of construction are not depreciated.

No depreciation has been provided on freehold land and buildings as the assets are kept in good repair and their useful lives and estimated residual values are such that depreciation is not material. Assets are reviewed annually for any impairment. The trustees are of the opinion that the recoverable amount is in excess of the carrying amount and feel that no provision for impairment is required.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Donations and gifts	187,512	4,962	192,474	106,205	1,000	107,205
Grants	840,271	114,438	954,709	480,034	-	480,034
	<u>1,027,783</u>	<u>119,400</u>	<u>1,147,183</u>	<u>586,239</u>	<u>1,000</u>	<u>587,239</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

3 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Rental income	25,067	17,009
Interest receivable	-	221
	<u>25,067</u>	<u>17,230</u>

4 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Other income	106,065	67,994
	<u>106,065</u>	<u>67,994</u>

5 Expenditure on raising funds

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising and publicity		
Other fundraising costs	65,764	56,444
	<u>65,764</u>	<u>56,444</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

6 Charitable activities

	2023	2022
	£	£
Staff costs	265,186	234,030
Depreciation and impairment	32,322	28,461
Course running costs	246,613	150,807
Premises costs	126,291	170,120
Trips	32,017	13,274
Therapy costs	3,840	5,100
Bank loan interest	-	3,480
	<u>706,269</u>	<u>605,272</u>
Share of support costs (see note 7)	285,478	67,636
Share of governance costs (see note 7)	12,000	5,140
	<u>1,003,747</u>	<u>678,048</u>
Analysis by fund		
Unrestricted funds	988,787	676,523
Restricted funds	14,960	1,525
	<u>1,003,747</u>	<u>678,048</u>

7 Support costs

	Support costs	Governance costs	2023 Support costs	Governance costs	2022
	£	£	£	£	£
Office expenses	23,162	-	23,162	10,935	10,935
Computer costs	1,463	-	1,463	136	136
Travel costs	14,904	-	14,904	13,273	13,273
Sundry expenses	883	-	883	3,249	3,249
Bank charges	23,782	-	23,782	906	906
Repairs and renewals	9,052	-	9,052	1,778	1,778
Legal and Professional fees	28,907	-	28,907	37,359	37,359
Bank loan interest	183,325	-	183,325	-	-
Audit fees	-	6,925	6,925	-	-
Accountancy fees	-	5,075	5,075	5,140	5,140
	<u>285,478</u>	<u>12,000</u>	<u>297,478</u>	<u>67,636</u>	<u>72,776</u>
Analysed between					
Charitable activities	<u>285,478</u>	<u>12,000</u>	<u>297,478</u>	<u>67,636</u>	<u>72,776</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

8 Trustees

During the year a trustee was paid £8,251 (2022: £7,904) as an employee of the charity not for trustee services.

9 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
Teachers	25	24
Lecturers	3	3
Fundraising	2	2
Course Co-ordination	2	2
Administration	3	3
Secretarial	4	4
Programme Co-ordinator	1	1
Senco	1	1
Total	41	40

Employment costs

	2023	2022
	£	£
Wages and salaries	264,827	233,749
Other pension costs	359	281
	265,186	234,030

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

Key Management Personnel

The key management personnel of the Charity comprise the Trustees and the Senior Leadership Team. The total employee benefits of the key management personnel of the charity were £16,501(2022: £15,808).

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

10 Other expenditure

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Net loss on disposal of tangible fixed assets	5,797	1,067	6,864	-	-	-
	<u>5,797</u>	<u>1,067</u>	<u>6,864</u>	<u>-</u>	<u>-</u>	<u>-</u>

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Freehold land and buildings £	Fixtures and fittings £	Computers £	Total £
Cost				
At 1 September 2022	3,122,028	49,967	28,932	3,200,927
Additions	419,182	79,956	17,987	517,125
Disposals	-	(49,967)	(28,932)	(78,899)
	<u>3,541,210</u>	<u>79,956</u>	<u>17,987</u>	<u>3,639,153</u>
At 31 August 2023				
Depreciation and impairment				
At 1 September 2022	-	44,404	27,631	72,035
Depreciation charged in the year	-	26,385	5,936	32,321
Eliminated in respect of disposals	-	(44,404)	(27,631)	(72,035)
	<u>-</u>	<u>26,385</u>	<u>5,936</u>	<u>32,321</u>
At 31 August 2023				
Carrying amount				
At 31 August 2023	<u>3,541,210</u>	<u>53,571</u>	<u>12,051</u>	<u>3,606,832</u>
At 31 August 2022	<u>3,122,028</u>	<u>5,563</u>	<u>1,301</u>	<u>3,128,892</u>

JEWSH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

13 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Other debtors	42,172	23,017
Prepayments and accrued income	9,313	-
	<u>51,485</u>	<u>23,017</u>

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Notes		
Bank loans	51,820	10,000
Other taxation and social security	3,665	626
Trade creditors	170,093	235,135
Other creditors	787,339	2,281,817
Accruals and deferred income	43,326	4,500
	<u>1,056,243</u>	<u>2,532,078</u>

Included in bank loans a £41,820 is secured on the assets of the charity.

15 Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Notes		
Bank loans	1,959,154	28,849
Other creditors	-	120,000
	<u>1,959,154</u>	<u>148,849</u>

Included in bank loans is £1,940,056 secured on the assets of the charity.

16 Retirement benefit schemes

	2023	2022
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	359	281
	<u>359</u>	<u>281</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2022	Incoming resources	Resources expended	Transfers	At 31 August 2023
	£	£	£	£	£
Security equipment	1,067	-	(1,067)	-	-
YOF Grant	-	4,462	(4,462)	-	-
National lottery	-	9,998	(9,998)	-	-
Universal music UK sound foundations	-	500	(500)	-	-
Building fund	-	104,440	-	(104,440)	-
	<u>1,067</u>	<u>119,400</u>	<u>(16,027)</u>	<u>(104,440)</u>	<u>-</u>
	<u><u>1,067</u></u>	<u><u>119,400</u></u>	<u><u>(16,027)</u></u>	<u><u>(104,440)</u></u>	<u><u>-</u></u>
Previous year:	At 1 September 2021	Incoming resources	Resources expended	Transfers	At 31 August 2022
	£	£	£	£	£
Projects	-	1,000	(1,000)	-	-
Security equipment	1,592	-	(525)	-	1,067
	<u>1,592</u>	<u>1,000</u>	<u>(1,525)</u>	<u>-</u>	<u>1,067</u>
	<u><u>1,592</u></u>	<u><u>1,000</u></u>	<u><u>(1,525)</u></u>	<u><u>-</u></u>	<u><u>1,067</u></u>

The projects funds relate to amounts received for specific projects operated by the charity.

The security equipment fund relates to amounts received for purchasing security equipment.

Youth Opportunities Funds (YOF) relate to amounts spent on digital illustration.

National lottery funds relate to amounts spent on community thrive.

The Universal music UK sound foundations fund relates to amount received for purchasing musical equipment.

Building funds related to capital expenditure associated with the improvements of IT suite and premises.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

18 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 August 2023:			
Tangible assets	3,606,832	-	3,606,832
Current assets/(liabilities)	(867,972)	-	(867,972)
Long term liabilities	(1,959,154)	-	(1,959,154)
	<u>779,706</u>	<u>-</u>	<u>779,706</u>
	<u><u>779,706</u></u>	<u><u>-</u></u>	<u><u>779,706</u></u>
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
At 31 August 2022:			
Tangible assets	3,127,825	1,067	3,128,892
Current assets/(liabilities)	(2,402,277)	-	(2,402,277)
Long term liabilities	(148,849)	-	(148,849)
	<u>576,699</u>	<u>1,067</u>	<u>577,766</u>
	<u><u>576,699</u></u>	<u><u>1,067</u></u>	<u><u>577,766</u></u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

19 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

At the year end an interest free loan of £75,000 (2022-£120,000) was due to L4L Europe Limited, a company in which a relative of a trustee is a director. During the year, the charity also received a donation of £Nil (2022-£5,000) from L4L Europe Limited.

At the year end an interest free loan of £35,000 (2022-£Nil) was due to a relative of a trustee.

20 Cash generated from operations	2023	2022
	£	£
Surplus/(deficit) for the year	201,940	(62,029)
Adjustments for:		
Investment income recognised in statement of financial activities	(25,067)	(17,230)
Loss on disposal of tangible fixed assets	6,864	-
Depreciation and impairment of tangible fixed assets	32,322	28,461
Movements in working capital:		
(Increase)/decrease in debtors	(28,468)	336,694
(Decrease)/increase in creditors	(1,637,656)	2,424,919
Cash (absorbed by)/generated from operations	(1,450,065)	2,710,815

21 Analysis of changes in net debt

	At 1 September 2022	Cash flows	At 31 August 2023
	£	£	£
Cash at bank and in hand	106,784	30,002	136,786
Loans falling due within one year	(10,000)	(41,820)	(51,820)
Loans falling due after more than one year	(28,849)	(1,930,305)	(1,959,154)
	<u>67,935</u>	<u>(1,942,123)</u>	<u>(1,874,188)</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales - Charity number 1120262

Accounts

Charity registration number 1120262

Company registration number 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr. A Grossman Mr J Damen Miss F Lias
Charity number	1120262
Company number	05840791
Registered office	85 Lordship Road London N16 0QY
Independent examiner	Berish Hoffman FCA Landau Morley LLP 325-327 Oldfield Lane North Greenford Middlesex UB6 0FX

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

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JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their annual report and financial statements for the year ended 31 August 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The Charity's objectives include:

- a) The advancement of further education and teacher training in particular but not exclusively for the benefit of young people of the orthodox Jewish faith.
- b) The advancement of education and training for youth groups and/or individuals to relieve unemployment and with a particular view to promoting a career in teaching.
- c) The relief of poverty by providing financial assistance and study grants to youth groups and/or individuals of the orthodox Jewish faith to relieve unemployment and with a particular view to promoting a career in teaching.
- d) The provision of facilities for recreation and other leisure time occupation for young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.

Our Vision

Our vision is a world in which all people have access to quality education and equal opportunities.

Our Mission

To provide quality education and progression routes for young women for whom statutory services fall short, and who struggle to reach their potential due to extenuating factors, such as religion, poverty and/or ability.

Our Response

Jewish Training Academy for Girls (JTAG) Ltd is a leading further education establishment for young women from the Orthodox Jewish community. JTAG supports minoritised young women aged 16-19 years to access quality, mainstream education, improving their employment prospects and reducing historically high poverty and inequality.

Annually, we provide a variety of accredited and skills-based programmes with clear progression routes. This is supplemented by PSHE, cultural and community projects which provide growth and wellbeing opportunities.

Our Measures of Success

We implement robust MEL (Monitoring, Evaluation and Learning) processes to measure success and track each individual's progress, as well as to quantify outputs and share learning.

We use ILPs (Individual Learning Plans) to track each learner's progress. These are tracked on a steady basis and fully evaluated through termly learner progress reports.

Learners contribute to MEL via regular self-assessments and tutorials.

Outputs are measured through robust record keeping, including attendance registers, work and mark records and certification logs.

Quality is measured through comparing to DFE (Department for Education) benchmarks and regularly assessed via lesson observations, learning walks, and a comprehensive end-of-year SAR (School Accountability Report).

Grant making policy

Grants are made to charitable institutions, organisations and authorised individuals which accord with the objects of the charity and at the discretion of the trustees. During the year in review no grants were made.

Public benefit

The Trustees confirm their compliance with the duty to have due regard to the Public Benefit guidance published by the Charity Commission when reviewing the Charity's aims and objectives and in planning future activities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Achievements and performance

We are pleased to report on a successful year, which saw increased learner numbers, improved quality of education, and outstanding retainment, attainment and progression for learners.

New City College, of which JTAG is a leading partner, was inspected by Ofsted in November 2021 and rated Good in all areas. JTAG was showcased to inspectors as the leading Orthodox Jewish partner, receiving particular acclaim for:

- Showcasing a clear strategy for why the provision exists and a positive curriculum intent.
- Providing students with access to education and addressing Lower Achievers' concerns around an appropriate programme of study to suit their needs.
- In Jewish Studies lessons, the inspector saw examples of developing the resilience of the students within the context of the community. This was highlighted as particularly important given the impact on the pandemic on the community.
- Students are learning about technology despite the community generally not having much access to the internet.
- There were examples of personal development observed.
- Students were clearly learning new things and demonstrated exceptional behaviour.
- Teachers feel well supported by the college and had good access to college CPD.
- Safeguarding is effective. Students feel safe, know where to go for help and checks are appropriate for guest speakers.

We supported 185 learners (2021: 179) across the year, as well as 36 alumnae, through a variety of accredited learning programmes, career guidance, and PSHE.

We continued to offer an advanced financial capability training from the LIBF at Levels 2 and 3. The course teaches skills in business finance, money management, debt awareness and making healthy financial decisions. In addition, many financial terms and concepts are explained. This was all the more practical and important given the looming cost-of-living crisis.

We delivered a variety of accredited IT programmes, at entry and advanced level, supporting digitally excluded young women to access core skills. These included ITQ Level 2 Certificate & Diploma and ITQ Level 3 Diploma, accredited by City & Guilds.

Once again, we delivered the Advanced Diploma in Accounting Level 3, preparing young women for employment in finance, administration and accounting fields. This was provided alongside a Diploma in Computerised Accounting for Business and/or as a stand-alone learning programme.

We also provided our popular Diploma for The Early Years Practitioner, a learning programme which is a popular choice amongst beneficiaries, providing employment opportunities in education, a massive sector within the community. This ran either as a standalone course, or in tandem with our in-depth teachers training programme, led by Mrs R Atkins QTS NPSLBA, delivered to the highest specification. The course covered general teachers training including topics like planning, delivering and assessing lessons. All points were covered over the course period and aimed to establish excellent teaching abilities, good employability skills as well as responsibility in the work place. There was a large portion of practical work, including teaching observations and placements throughout the year.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

This was also the first year we delivered an accredited Jewish Studies programme, certified through ATHE at a Level 3 Diploma. Meeting the program specifications and navigating the qualification was a challenge, yet with a 100% pass rate and excellent learning outcomes, it was well justified.

The number of young women attending without pass grades in core GCSE subjects is still high. We once again provided private tutoring for those that needed extra support in order to progress with further education. We supported them towards re-sitting core GCSEs and/or achieving City & Guilds Functional Skills in Mathematics and English at Levels 1 and 2.

The curriculum is designed to include content that has been identified as most useful and is taught in a logical progression, systematically and explicitly for all learners to acquire the intended knowledge, skills and behaviours. Learners are able to transfer skills by using knowledge from one subject to progress in another subject.

Teachers prepare students very effectively to cope with higher-level study or employment. As a result, students are resilient and focused on achieving their goals. Teachers and managers monitor the effectiveness and impact of teaching and learning strategies, as a result, students improve their holistic understanding of what they are learning. Teachers use assessment and progress reports to check learners understanding in order to plan further teaching.

Behaviour continues to be excellent and the environment in the classroom is conducive to learning. Learners seem satisfied and participate well. Attendance rate for the year was a solid 97% and learners use the "personal days" systems which is working really well in managing attendance and punctuality.

Teachers have high expectations and expect high standards from students as is evidenced by exam results. Staff know and care about learning. The tutorials show good communication aids, good progression, with support given when needed.

Learners demonstrate pride in their achievements and progress from Level 2 to Level 3. They show commitment to learning.

Overall, across our accredited learning programmes we have achieved a 99.3% pass rate in comparison to the National Average pass rate of 89.9%. We had an outstanding 100% retention rate in comparison to the 91.7% National Average.

Our learners are methodically acclimated to the workplace through employer involvement and work experience built into all our learning programmes. We supported learners with opportunities to gain skills and advice, and progress towards employment and/or further learning, delivering career guidance workshops, work placements, and mentoring.

Employment & progression routes continue to be excellent with 100% of our learners having secured employment and/or continued education.

Safeguarding continues to be a priority, and was further developed during the year with professional support from The Interlink Foundation's Policy team. Our DSO and Deputy DSO also attended regular Safeguarding Supervision Groups to keep abreast of new developments, to receive support in their roles, and to share best practice. Learners report that they feel safe and protected and know where to go if they need advice or help. There were no serious safeguarding incidents during the year in review.

We continued to develop the skills, confidence and values of our learners and alumnae through our enrichment programmes and through regular opportunities for youth leadership. Learners developed into responsible and respectful citizens who play their part in society, community and public life.

Learners were given the opportunity to organise our annual heritage retreat and intergenerational holocaust remembrance program, where they used leadership and organizational skills to pull everything together.

We provided regular workshops in mental health, and learners were given opportunities for peer mentoring and volunteering within, and across, the community. Learners led on events such as our graduation ceremony, field trips and sports opportunities. Modern Britain values were covered, incorporated into lessons and taught at length in tutorial time.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

At the heart of our cultural awareness was our Jewish Studies Programme, which was supplemented by regular celebration of cultural/religious holidays and included a lot of enrichment opportunities; developing confidence, skills, values and identity.

Our alumnae are continuously engaged and supported through regular conventions.

Our staff and volunteers were supported with opportunities for training, progression, and continued professional development. We continue to prioritise a safe, supportive and welcoming environment for our staff with employee satisfaction at an all-time high, evidenced through staff reviews and feedback.

Over the past decade, we've been operating from a 3-story building, located on Lordship Road, N16.

With the lease come to an end, trustees made the decision to purchase premises, making the charity more sustainable and lowering risks significantly.

In August 2022, we closed on a well-priced, 5-story property, used as a Montessori nursery to date, at 27 Stamford Hill, N16 5TU. The space provides ample room for our college facilities and has opportunities for further development to allow for growth and expansion.

We've liaised with contractors, an interior designer, engineers and a Health & Safety consultant to put together a renovation plan to transform the dated space into a fit-for purpose, safe and functional adult learning facility; with construction completed by March 2023.

The project is being overseen by our Building Committee, led by Mr Aron Grossman. Thereafter, the premises will be maintained in good order as part of the roles and responsibilities of our Premises Manager.

Key outcomes for the year:

- Increased learner count, up 4% since last year.
- 99.3% pass rate across all accredited learning programmes.
- 100% learner retention rate.
- 97% attendance rate, up 3% since last year.
- We had a retention rate of 100% and a pass rate of 96.8% across all our accredited learning programmes.
- Excellent progression – 100% of completers either secured employment or continuing education on a higher-level course.
- Maintained high levels of outstanding behaviour.
- Maintained high levels of learner and staff satisfaction.
- Improved Safeguarding policies and procedures.
- Rated Good in all areas by Ofsted.
- Delivered, for the first time, an accredited Jewish Studies program at Level 3 Diploma.
- Secured premises to house our operations for the future.

Trustees are pleased with the general performance this year, from a delivery and organisation development/sustainability focus.

Fundraising

JTAG raises funds through our partnerships, annual fundraising reception, as well as through applications to Trusts, Foundations and Corporates. During the year the charity spent £56,444 (2021: £7,515) on fundraising. Increased fundraising expenses were incurred at the year end, as we prepared to launch a major appeal for the development of our new premises, with income secured in the following year.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Financial review

During the period, the charity's expenditure exceeded the income. The trustees are satisfied with the results for the period. The charity's direct charitable expenditure for the year totalled £605,272 (2021: £567,835). Support costs and Governance for the year totalled £72,776 (2021: £30,545), a significant increase over the previous year, to account for legal and professional fees associated with the premises purchase.

Towards the year end, JTAG Ltd closed on a 5-story premises in the heart of our community at a cost of £3,122,028. This is important for the charity's sustainability, our learners' experience, and will aid growth too. Trustees have prepared for the increased costs associated with this, through drawing down from designated funds and free reserves, securing short-term loans totalling £2,355,000 (repayable once the mortgage is approved) and launching a large-scale fundraising campaign to raise funds for capital works.

The trustees are confident that the charity will have sufficient funds to allow it to continue its activities for the foreseeable future.

Reserves

policy

The Trustees aim to hold reserves of at least three months' activity running costs to safeguard the continued delivery of services. At the year end, the charity did not hold free reserves. The significant decline in free reserves is temporary. The trustees justified that in this particular instance, drawing down from free reserves for the premises purchase was warranted in order to ensure long-term sustainability. We've developed a robust financial strategy for loan repayment and to bring reserves back to required levels by January 2026.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Plans for future periods

We are committed to continuous improvement and development of our support to learners and the community. As such, trustees have set some key goals as follows:

- Outfit premises to a high standard, creating a safe and modern learning facility which will aid education and improve user experience.
- Increase learner numbers, supporting more young women who do not have access to mainstream education.
- continue delivering education, employment and PHSE support to minoritized young women, whilst being mindful of the current environment, including decline in mental health, increased cost of living, and higher than average youth unemployment.
- Continuously improve teaching standards, providing more training and support for staff.
- Diversify our learning programmes, to include more digital, design, and health care trades, to increase employment options and avenues, in line with national and global trends.
- Increase the support available to young women with regards to their personal, social and emotional development.
- Build upon, and expand our existing SEN offer.
- Improve staff and student record keeping through investing in appropriate systems and staff management capacity.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

- Implement learnings from our first delivery of accredited Jewish Studies, to ensure a more smooth and efficient future delivery thereof.
- Improve grades for SAGE Computerised Accounting, the subject with our lowest recorded attainment.
- Develop partnerships with local employers in order to provide more work experience, traineeships and/or apprenticeships to our learners as part of our employment support offer.
- Develop our alumnae support provision.
- Work to address the relevant areas for improvement as listed in the Ofsted inspection report, ultimately aiming for an Outstanding grade in all areas.

We look forward to sustaining, improving, and growing our delivery in our new premises, plugging education gaps, addressing inequality for learners from ethnic minority and global majority communities, and supporting young women into employment.

Structure, governance and management

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association dated 8 June 2006 as amended on 9 November 2007.

The trustees meet regularly to administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr. A Grossman
Mr J Damen
Miss F Lias

Recruitment, Induction and Training

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles of Association.

It is not the intention of the trustees of the charity to appoint any new trustees for the foreseeable future. Should the situation change in the future, the trustees will apply suitable recruitment, induction and training procedures.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity. The trustees acknowledge that the purchase of premises, along with significant capital works that will be needed, do present a significant operational and financial risk, which has been mitigated through development of a clear fundraising plan and professional support with loan management, interior design, Health & Safety and engineering. The trustees are satisfied that the long-term benefits far outweigh the risks and are committed to managing assets and cash flow responsibly.

Trustees are also aware of the increased risk to our environment brought on by large-scale construction. They are committed to the use of energy-efficient equipment and environmentally friendly materials in our new premises, to offset the cost to our environment.

The trustees are satisfied that these systems and procedures mitigate any perceived risks.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

The trustees' report was approved by the Board of Trustees.

Mr J Damen

Trustee

Dated: 31 May 2023

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED (A COMPANY LIMITED BY GUARANTEE) INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

I report to the trustees on my examination of the financial statements of Jewish Training Academy for Girls (JTAG) Limited (the charity) for the year ended 31 August 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Berish Hoffman FCA

Landau Morley LLP
325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Dated: 31 May 2023

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Notes							
<u>Income and endowments from:</u>							
Donations and legacies	2	586,239	1,000	587,239	679,299	5,000	684,299
Investments	3	17,230	-	17,230	16,466	-	16,466
Other income	4	67,994	-	67,994	-	-	-
Total income		671,463	1,000	672,463	695,765	5,000	700,765
<u>Expenditure on:</u>							
Raising funds	5	56,444	-	56,444	7,515	-	7,515
Charitable activities	6	676,523	1,525	678,048	592,596	5,784	598,380
Total expenditure		732,967	1,525	734,492	600,111	5,784	605,895
Net (expenditure)/income for the year/							
Net movement in funds		(61,504)	(525)	(62,029)	95,654	(784)	94,870
Fund balances at 1 September 2021		638,203	1,592	639,795	542,549	2,376	544,925
Fund balances at 31 August 2022		576,699	1,067	577,766	638,203	1,592	639,795

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	12		3,128,892		33,791
Current assets					
Debtors	13	23,017		359,711	
Cash at bank and in hand		106,784		511,783	
		<u>129,801</u>		<u>871,494</u>	
Creditors: amounts falling due within one year	14	<u>(2,532,078)</u>		<u>(227,157)</u>	
Net current (liabilities)/assets			<u>(2,402,277)</u>		<u>644,337</u>
Total assets less current liabilities			726,615		678,128
Creditors: amounts falling due after more than one year	15		<u>(148,849)</u>		<u>(38,333)</u>
Net assets			<u><u>577,766</u></u>		<u><u>639,795</u></u>
Income funds					
Restricted funds	16		1,067		1,592
<u>Unrestricted funds</u>					
Designated funds	17	-		600,000	
General unrestricted funds		<u>576,699</u>		<u>38,203</u>	
			<u>576,699</u>		<u>638,203</u>
			<u><u>577,766</u></u>		<u><u>639,795</u></u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2022.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 31 May 2023

Mr J Damen
Trustee

Company registration number 05840791

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	20		2,710,815		170,261
Investing activities					
Purchase of tangible fixed assets		(3,123,560)		(1,792)	
Investment income received		17,230		16,466	
Net cash (used in)/generated from investing activities			(3,106,330)		14,674
Financing activities					
Repayment of bank loans		(9,484)		(1,667)	
Net cash used in financing activities			(9,484)		(1,667)
Net (decrease)/increase in cash and cash equivalents			(404,999)		183,268
Cash and cash equivalents at beginning of year			511,783		328,515
Cash and cash equivalents at end of year			106,784		511,783

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Charity information

Jewish Training Academy for Girls (JTAG) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 85 Lordship Road, London, N16 0QY.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	no depreciation
Leasehold improvements	over term of the lease
Fixtures and fittings	33% reducing balance
Computers	33% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies (Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and gifts	106,205	1,000	107,205	21,973	-	21,973
Grants	480,034	-	480,034	657,326	5,000	662,326
	<u>586,239</u>	<u>1,000</u>	<u>587,239</u>	<u>679,299</u>	<u>5,000</u>	<u>684,299</u>

3 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Rental income	17,009	16,425
Interest receivable	221	41
	<u>17,230</u>	<u>16,466</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

4 Other income

	Unrestricted funds	Total
	2022	2021
	£	£
Other income	67,994	-
	<u>67,994</u>	<u>-</u>

5 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	56,444	7,515
	<u>56,444</u>	<u>7,515</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

6 Charitable activities

	2022	2021
	£	£
Staff costs	234,030	181,289
Depreciation and impairment	28,461	39,821
Course running costs	150,807	164,618
Premises costs	170,120	142,279
Trips	13,274	33,780
Therapy costs	5,100	5,940
Bank loan interest	3,480	108
	<u>605,272</u>	<u>567,835</u>
Share of support costs (see note 7)	67,636	25,905
Share of governance costs (see note 7)	5,140	4,640
	<u>678,048</u>	<u>598,380</u>
Analysis by fund		
Unrestricted funds	676,523	592,596
Restricted funds	1,525	5,784
	<u>678,048</u>	<u>598,380</u>

7 Support costs

	Support costs	Governance costs	2022 Support costs	Governance costs	2021
	£	£	£	£	£
Office expenses	10,935	-	10,935	9,018	9,018
Computer costs	136	-	136	1,908	1,908
Travel costs	13,273	-	13,273	9,578	9,578
Sundry expenses	3,249	-	3,249	2,512	2,512
Bank charges	906	-	906	538	538
Repairs and renewals	1,778	-	1,778	1,588	1,588
Legal and Professional fees	37,359	-	37,359	763	763
Accountancy fees	-	5,140	5,140	-	4,640
	<u>67,636</u>	<u>5,140</u>	<u>72,776</u>	<u>25,905</u>	<u>30,545</u>
Analysed between Charitable activities	<u>67,636</u>	<u>5,140</u>	<u>72,776</u>	<u>25,905</u>	<u>30,545</u>

8 Trustees

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

8 Trustees **(Continued)**

During the year a trustee was paid £7,904 (2021: £7,904) as an employee of the charity not for trustee services.

9 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Teachers	24	21
Lecturers	3	4
Fundraising	2	3
Course Co-ordination	2	2
Administration	3	3
Secretarial	4	3
Programme Co-ordinator	1	2
Senco	1	1
Total	40	39

Employment costs	2022	2021
	£	£
Wages and salaries	233,749	181,223
Other pension costs	281	66
	234,030	181,289

There were no employees whose annual remuneration was more than £60,000.

10 Independent Examiner's Remuneration

The Independent Examiner's remuneration amounts to an Independent Examination fee of £1,000 (2021: £1,000), and accountancy services of £4,140 (2021: £3,640).

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

12 Tangible fixed assets

	Freehold land and buildings	Leasehold improvements	Fixtures and fittings	Computers	Total
	£	£	£	£	£
Cost					
At 1 September 2021	-	60,610	48,435	28,932	137,977
Additions	3,122,028	-	1,532	-	3,123,560
At 31 August 2022	3,122,028	60,610	49,967	28,932	3,261,537
Depreciation and impairment					
At 1 September 2021	-	35,530	41,664	26,990	104,184
Depreciation charged in the year	-	25,080	2,740	641	28,461
At 31 August 2022	-	60,610	44,404	27,631	132,645
Carrying amount					
At 31 August 2022	3,122,028	-	5,563	1,301	3,128,892
At 31 August 2021	-	25,080	6,771	1,940	33,791

13 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Other debtors	23,017	359,711

14 Creditors: amounts falling due within one year

	2022	2021
	£	£
Notes		
Bank loans	10,000	10,000
Other taxation and social security	626	-
Trade creditors	235,135	156,113
Other creditors	2,281,817	57,044
Accruals and deferred income	4,500	4,000
	2,532,078	227,157

Included in other creditors is a balance of £2,100,000 secured on the assets of the charity

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

15 Creditors: amounts falling due after more than one year

	Notes	2022 £	2021 £
Bank loans		28,849	38,333
Other creditors		120,000	-
		<u>148,849</u>	<u>38,333</u>

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 September 2020	Incoming resources	Resources expended	Balance at 1 September 2021	Incoming resources	Resources expended	Balance at 31 August 2022
	£	£	£	£	£	£	£
Projects	-	5,000	(5,000)	-	1,000	(1,000)	-
Security equipment	2,376	-	(784)	1,592	-	(525)	1,067
	<u>2,376</u>	<u>5,000</u>	<u>(5,784)</u>	<u>1,592</u>	<u>1,000</u>	<u>(1,525)</u>	<u>1,067</u>

The project funds relate to amounts received for specific projects operated by the charity.

The security equipment fund relates to amounts received for purchasing security equipment.

17 Designated funds

	Balance at 1 September 2021	Transfers	Balance at 31 August 2022
	£	£	£
Designated fund	600,000	(600,000)	-
	<u>600,000</u>	<u>(600,000)</u>	<u>-</u>

Designated funds represent amounts sent aside by the trustees in order to accumulate funds towards the purchase of a building.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

18 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 August 2022 are represented by:						
Tangible assets	3,127,825	1,067	3,128,892	32,199	1,592	33,791
Current assets/(liabilities)	(2,402,277)	-	(2,402,277)	644,337	-	644,337
Long term liabilities	(148,849)	-	(148,849)	(38,333)	-	(38,333)
	<u>576,699</u>	<u>1,067</u>	<u>577,766</u>	<u>638,203</u>	<u>1,592</u>	<u>639,795</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

19 Related party transactions

At the year end £Nil (2021: £10,000) was due from Beis Malka Trust, a charity with a common trustee.

At the year end an interest free loan of £120,000 was due to L4L Europe Limited, a company in which a brother of a trustee is a director. During the year, the charity also received a donation of £5,000 from L4L Europe Limited.

20 Cash generated from operations	2022 £	2021 £
(Deficit)/surplus for the year	(62,029)	94,872
Adjustments for:		
Investment income recognised in statement of financial activities	(17,230)	(16,466)
Depreciation and impairment of tangible fixed assets	28,461	39,821
Movements in working capital:		
Decrease/(increase) in debtors	336,694	(26,065)
Increase in creditors	2,424,919	78,099
Cash generated from operations	2,710,815	170,261

21 Analysis of changes in net funds

	At 1 September 2021 £	Cash flows £	At 31 August 2022 £
Cash at bank and in hand	511,783	(404,999)	106,784
Loans falling due within one year	(10,000)	-	(10,000)
Loans falling due after more than one year	(38,333)	9,484	(28,849)
	463,450	(395,515)	67,935

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales - Charity number 1120262

Accounts

Charity registration number 1120262

Company registration number 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr. A Grossman Mr J Damen Miss F Lias
Charity number	1120262
Company number	05840791
Registered office	85 Lordship Road London N16 0QY
Independent examiner	Berish Hoffman ACA Landau Morley LLP 325-327 Oldfield Lane North Middlesex UB6 0FX

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

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JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 AUGUST 2021

The trustees present their annual report and financial statements for the year ended 31 August 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The Charity's objectives include:

- a) The advancement of further education and teacher training in particular but not exclusively for the benefit of young people of the orthodox Jewish faith.
- b) The advancement of education and training for youth groups and/or individuals to relieve unemployment and with a particular view to promoting a career in teaching.
- c) The relief of poverty by providing financial assistance and study grants to youth groups and/or individuals of the orthodox Jewish faith to relieve unemployment and with a particular view to promoting a career in teaching.
- d) The provision of facilities for recreation and other leisure time occupation for young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.

Our Vision

Our vision is a world in which all people have access to quality education and equal opportunities.

Our Mission

To provide quality education and progression routes for young women for whom statutory services fall short, and who struggle to reach their potential due to extenuating factors, such as religion, poverty and/or ability.

Our Response

Jewish Training Academy for Girls (JTAG) Ltd is a leading further education establishment for young women from the Orthodox Jewish community. JTAG supports minoritised young women aged 16-19 years to access quality, mainstream education, improving their employment prospects and reducing historically high poverty and inequality.

Annually, we provide a variety of accredited and skills-based programmes with clear progression routes. This is supplemented by PSHE, cultural and community projects which provide growth and wellbeing opportunities.

Our Measures of Success

We implement robust MEL (Monitoring, Evaluation and Learning) processes to measure success and track each individual's progress, as well as to quantify outputs and share learning.

We use ILPs (Individual Learning Plans) to track each learner's progress. These are tracked on a steady basis and fully evaluated through termly learner progress reports.

Learners contribute to MEL via regular self-assessments and tutorials.

Outputs are measured through robust record keeping, including attendance registers, work and mark records and certification logs.

Quality is measured through comparing to DFE (Department for Education) benchmarks.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Grant making policy

Grants are made to charitable institutions, organisations and authorised individuals which accord with the objects of the charity and at the discretion of the trustees.

Fundraising

JTAG raises funds through our annual fundraising reception as well as through applications to Trusts, Foundations and Corporates. During the year the charity spent £,7515 (2020: £3,698) on fundraising expenditure.

Public benefit

The Trustees confirm their compliance with the duty to have due regard to the Public Benefit guidance published by the Charity Commission when reviewing the Charity's aims and objectives and in planning future activities.

Achievements and performance

This year has been a challenging one for all, even more so for young people, who rely on structured support systems, primarily with regards to education, career guidance and personal development.

JTAG is pleased to report that we were able to support our young women during these turbulent times, adapting our provisions and methods of operation to best support them in line with changing needs and government guidelines for the education sector.

All staff remained on board during this period, adapting roles where necessary to support our beneficiaries in the best possible manner in a fast changing environment. Most of our educational programmes were moved to secure telephone provision (to support users' unique access requirements), with in-person support for users who were flagged as vulnerable. Beginning from March 2021, we shifted provisions back to classroom learning on a programme by programme basis, and met with each individual for an in-depth assessment following a long period of remote delivery. We recorded a decline in wellbeing and some significant gaps in learning, something which we will address going forward.

We delivered a variety of accredited IT programmes, at entry and advanced level, supporting digitally excluded young women to access core skills. Laptops were distributed to learners to facilitate remote learning.

Advanced Diplomas in Accounting (Level 3) were delivered, preparing young women for employment in finance, admin and accounting fields.

These were provided alongside Diplomas in Computerised Accounting for Business and/or as stand-alone learning programmes.

Safeguarding practices were strengthened in line with increased risk and new ways of operating, and our Safeguarding policy was updated accordingly. Our DSO and Deputy DSO attended regular Safeguarding Supervision Groups hosted by The Interlink Foundation, to keep abreast of new developments and to share best practice.

We supported 179 individuals across the year through a variety of accredited learning programmes, career guidance and PSHE as follows:

Education development and attainment

We delivered a variety of accredited learning programmes and tracked learners' progress accordingly.

We continued to offer an advanced financial capability training from the LIBF at Levels 2 and 3. The course teaches skills in business finance, money management, debt awareness and making healthy financial decisions. In addition, many financial terms and concepts are explained.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

We also provided our popular Diploma for The Early Years Practitioner, a learning programme which is a popular choice amongst beneficiaries, providing progression routes in the childcare and education sectors.

The number of young women attending without pass grades in core GCSE subjects is escalating. We once again provided private tutoring for those that needed extra support in order to progress with further education. We supported them towards re-sitting core GCSEs and/or achieving City & Guilds Functional Skills in Mathematics and English.

Equip learners for life and employment

We supported learners with opportunities to gain skills and advice, and progress towards employment and/or further learning.

At the heart of our employment pathways support, we delivered our in-depth teachers training programme, led by Mrs R Atkins QTS NPSLBA, and presented to the highest specification. The course covered general teachers training including topics like planning, delivering and assessing lessons. All points were accrued over the course period and aimed to establish excellent teaching abilities, good employability skills as well as responsibility in the work place. The majority of the programme was delivered remotely, with a large portion of the practical work, including observations and placements, taking place at the year-end.

We also delivered a high quality social awareness programme supported by a grant from BBC Children in Need as part of a 3 year rolling programme which has come to a close. Young people developed emotional and social capacity, and practiced communication and conflict resolution techniques. This was especially welcome, supporting beneficiaries with their mental health and wellbeing during these challenging times, and providing a solid base for navigating future challenges and developing soft skills towards employment.

As in previous years, we provide work placements in line with individual learner progression routes, a work readiness programme and career advice for learners. It was more challenging to organise work placements in the current environment, yet we managed to provide a significant number of local opportunities towards the year end. We also adapted our employment readiness programme to the current environment, providing information on alternative employment avenues, remote working opportunities and information about the Kickstart scheme.

Promote active community Involvement

We offered a wide range of extra-curricular, PSHE and cultural opportunities for personal growth and development.

At the heart of our cultural awareness is our Jewish Studies Programme, which is a non-accredited provision, Level 3, Theology and Religious Studies, and often works in tandem with our Teachers' Training programme, for those who wish to pursue a career in teaching in Jewish Studies, as is very much in demand within the community.

We also celebrated community holidays, providing a sense of identity and culture for young women whilst integrating a variety of PSHE opportunities such as luncheons, group activities, personal development and social events.

JTAG learners participated in community events such as a school-wide E-safety programmes and volunteering opportunities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Key strengths

- We had a retention rate of 100% and a pass rate of 96.8% across all our accredited learning programmes.
- Attendances for the year (a measure of remote and in-person attendances), measured at 94%.
- Successful transfer to offsite learning and self-study during lockdown periods.
- Developed strong partnerships with targeted communities to promote social inclusion and create new learning opportunities.
- Excellent progression – 98% of completers either secured employment or continuing education on a higher-level course.
- Excellent relationship and cooperation between staff and learners.

Trustees are pleased with the general performance this year, despite the unexpected challenges that presented.

Financial review

During the period, the charity's general fund income exceeded expenditure. See pages 7 and 8 of the financial statements for details of the financial performance and position of the charity. The trustees are satisfied with the results for the period.

The charity's direct charitable expenditure for the year totalled £569,099 (2020: £536,227). The majority of the costs were made up of salary costs, premises costs and course running costs. Support costs for the year totalled £30,545 (£37,031).

The trustees are confident that the charity will have sufficient funds to allow it to continue its activities for the foreseeable future.

Reserves policy

The Trustees aim to hold reserves of at least three months' activity running costs to safeguard the continued delivery of services.

At the year end, the charity held free reserves totalling £606,004 (2020: £473,103). The free reserves include £600,000 held in a designated fund. The Trustees have set aside these funds to be used for a potential premises purchase. The Trustees are satisfied that the purchase of premises warrants drawing down on unrestricted reserves, and have put in place a 3-year strategy to bring this back to required levels.

The Trustees are confident that, despite the nation's economic challenges, the charity will continue to deliver education provision and support for young women. The charity remains financially stable and has adequate unrestricted reserves.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

Plans for future periods

JTAG will continue delivering education, employment and PHSE support to young women, whilst being mindful of the current environment, including decline in mental health, increased cost of living and higher than average youth unemployment.

The following are some specific areas which we wish to develop in future:

- JTAG are looking to purchase and/or rent suitable premises from which to continue delivering. We are fundraising extensively for this and have budgeted accordingly.
- With larger premises, we wish to increase learner numbers, supporting more young women who do not have access to mainstream education.
- We will improve teaching standards, providing more training and support for staff and better CPD.
- We will diversify our learning programmes, providing a larger variety of accredited programmes to increase the employment avenues.
- We will increase the support available to young women with regards to their personal, social and emotional development.

We look forward to shaping London's recovery over the next few years, with an emphasis on filling education gaps, addressing mental health concerns and supporting young women into employment.

Structure, governance and management

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association dated 8 June 2006 as amended on 9 November 2007.

The trustees meet regularly to administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr. A Grossman
Mr J Damen
Miss F Lias

Recruitment, Induction and Training

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles of Association.

It is not the intention of the trustees of the charity to appoint any new trustees for the foreseeable future. Should the situation change in the future, the trustees will apply suitable recruitment, induction and training procedures.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity. The trustees are satisfied that these systems and procedures mitigate any perceived risks.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

The trustees' report was approved by the Board of Trustees.

Mr J Damen

Trustee

Dated: 27 May 2022

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT**

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

I report to the trustees on my examination of the financial statements of Jewish Training Academy for Girls (JTAG) Limited (the charity) for the year ended 31 August 2021.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Berish Hoffman ACA

Landau Morley LLP
325-327 Oldfield Lane North
Middlesex
UB6 0FX

Dated: 27 May 2022

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income from:							
Donations and legacies	2	679,299	5,000	684,299	633,939	15,650	649,589
Investments	3	16,466	-	16,466	12,499	-	12,499
Total income		<u>695,765</u>	<u>5,000</u>	<u>700,765</u>	<u>646,438</u>	<u>15,650</u>	<u>662,088</u>
Expenditure on:							
Raising funds	4	7,515	-	7,515	3,698	-	3,698
Charitable activities	5	592,596	5,784	598,380	546,480	26,778	573,258
Total expenditure		<u>600,111</u>	<u>5,784</u>	<u>605,895</u>	<u>550,178</u>	<u>26,778</u>	<u>576,956</u>
Net income/(expenditure) for the year/							
Net movement in funds		95,654	(784)	94,870	96,260	(11,128)	85,132
Fund balances at 1 September 2020		<u>542,549</u>	<u>2,376</u>	<u>544,925</u>	<u>446,289</u>	<u>13,504</u>	<u>459,793</u>
Fund balances at 31 August 2021		<u>638,203</u>	<u>1,592</u>	<u>639,795</u>	<u>542,549</u>	<u>2,376</u>	<u>544,925</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Tangible assets	10		33,791		71,822
Current assets					
Debtors	11	359,711		333,646	
Cash at bank and in hand		511,783		328,515	
		<u>871,494</u>		<u>662,161</u>	
Creditors: amounts falling due within one year	12	<u>(227,157)</u>		<u>(140,725)</u>	
Net current assets			644,337		521,436
Total assets less current liabilities			<u>678,128</u>		<u>593,258</u>
Creditors: amounts falling due after more than one year	13		(38,333)		(48,333)
Net assets			<u><u>639,795</u></u>		<u><u>544,925</u></u>
Income funds					
Restricted funds	14		1,592		2,376
<u>Unrestricted funds</u>					
Designated funds	15	600,000		300,000	
General unrestricted funds		<u>38,203</u>		<u>242,549</u>	
			638,203		542,549
			<u><u>639,795</u></u>		<u><u>544,925</u></u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2021

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2021.

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

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 27 May 2022

Mr J Damen
Trustee

Company registration number 05840791

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from operations	18		170,261		106,848
Investing activities					
Purchase of tangible fixed assets		(1,792)		(62,392)	
Investment income received		16,466		12,499	
Net cash generated from/(used in) investing activities			14,674		(49,893)
Financing activities					
Proceeds from borrowings		-		50,000	
Repayment of bank loans		(1,667)		-	
Net cash (used in)/generated from financing activities			(1,667)		50,000
Net increase in cash and cash equivalents			183,268		106,955
Cash and cash equivalents at beginning of year			328,515		221,560
Cash and cash equivalents at end of year			511,783		328,515

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Charity information

Jewish Training Academy for Girls (JTAG) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 85 Lordship Road, London, N16 0QY.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	over term of the lease
Fixtures and fittings	33% reducing balance
Computers	33% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

1 Accounting policies

(Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Donations and gifts	21,973	-	21,973	28,543	-	28,543
Grants	657,326	5,000	662,326	605,396	15,650	621,046
	<u>679,299</u>	<u>5,000</u>	<u>684,299</u>	<u>633,939</u>	<u>15,650</u>	<u>649,589</u>

3 Investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Rental income	16,425	12,000
Interest receivable	41	499
	<u>16,466</u>	<u>12,499</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

4 Raising funds

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	7,515	3,698
	<u>7,515</u>	<u>3,698</u>
	<u><u>7,515</u></u>	<u><u>3,698</u></u>

5 Charitable activities

	2021	2020
	£	£
Staff costs	181,289	185,235
Depreciation and impairment	39,821	5,522
Course running costs	164,618	144,528
Premises costs	142,279	128,407
Trips	33,780	67,470
Therapy costs	5,940	5,065
Bank loan interest	108	-
	<u>567,835</u>	<u>536,227</u>
Share of support costs (see note 6)	25,905	33,335
Share of governance costs (see note 6)	4,640	3,696
	<u>598,380</u>	<u>573,258</u>
	<u><u>598,380</u></u>	<u><u>573,258</u></u>
Analysis by fund		
Unrestricted funds	592,596	546,480
Restricted funds	5,784	26,778
	<u>598,380</u>	<u>573,258</u>
	<u><u>598,380</u></u>	<u><u>573,258</u></u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

6 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Office expenses	9,018	-	9,018	10,818	-	10,818
Computer costs	1,908	-	1,908	1,196	-	1,196
Travel costs	9,578	-	9,578	10,564	-	10,564
Sundry expenses	2,512	-	2,512	4,810	-	4,810
Bank charges	538	-	538	1,099	-	1,099
Repairs and renewals	1,588	-	1,588	648	-	648
Legal and Professional fees	763	-	763	4,200	-	4,200
Accountancy fees	-	4,640	4,640	-	3,696	3,696
	<u>25,905</u>	<u>4,640</u>	<u>30,545</u>	<u>33,335</u>	<u>3,696</u>	<u>37,031</u>
Analysed between						
Charitable activities	<u>25,905</u>	<u>4,640</u>	<u>30,545</u>	<u>33,335</u>	<u>3,696</u>	<u>37,031</u>

7 Trustees

During the year a trustee was paid £7,904 (2020: £7,904) as an employee of the charity not for trustee services.

8 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Teachers	21	20
Lecturers	4	4
Fundraising	3	3
Course Co-ordination	2	2
Administration	3	3
Secretarial	3	3
Programme Co-ordinator	2	1
Senco	1	1
Total	<u>39</u>	<u>37</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

8 Employees **(Continued)**

Employment costs	2021	2020
	£	£
Wages and salaries	181,223	185,271
Other pension costs	66	(36)
	<u>181,289</u>	<u>185,235</u>

There were no employees whose annual remuneration was more than £60,000.

9 Independent Examiner's Remuneration

The Independent Examiner's remuneration amounts to an Independent Examination fee of £1,000 (2020: £1,000), and accountancy services of £3,640 (2020: £2,696).

10 Tangible fixed assets

	Leasehold improvements	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 September 2020	60,610	48,035	27,540	136,185
Additions	-	400	1,392	1,792
	<u>60,610</u>	<u>48,435</u>	<u>28,932</u>	<u>137,977</u>
At 31 August 2021	60,610	48,435	28,932	137,977
	<u>60,610</u>	<u>48,435</u>	<u>28,932</u>	<u>137,977</u>
Depreciation and impairment				
At 1 September 2020	-	38,329	26,036	64,365
Depreciation charged in the year	35,530	3,335	956	39,821
	<u>35,530</u>	<u>41,664</u>	<u>26,992</u>	<u>104,186</u>
At 31 August 2021	35,530	41,664	26,992	104,186
	<u>35,530</u>	<u>41,664</u>	<u>26,992</u>	<u>104,186</u>
Carrying amount				
At 31 August 2021	25,080	6,771	1,940	33,791
	<u>25,080</u>	<u>6,771</u>	<u>1,940</u>	<u>33,791</u>
At 31 August 2020	60,610	9,707	1,505	71,822
	<u>60,610</u>	<u>9,707</u>	<u>1,505</u>	<u>71,822</u>

11 Debtors

	2021	2020
	£	£
Amounts falling due within one year:		
Other debtors	359,711	333,646
	<u>359,711</u>	<u>333,646</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

12 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans		10,000	1,667
Trade creditors		156,113	102,033
Other creditors		57,044	33,825
Accruals and deferred income		4,000	3,200
		<u>227,157</u>	<u>140,725</u>

13 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Bank loans		<u>38,333</u>	<u>48,333</u>

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Balance at 1 September 2020 £	Incoming resources £	Resources expended £	Balance at 31 August 2021 £
Projects	9,958	15,650	(25,608)	-	5,000	(5,000)	-
Security equipment	3,546	-	(1,170)	2,376	-	(784)	1,592
	<u>13,504</u>	<u>15,650</u>	<u>(26,778)</u>	<u>2,376</u>	<u>5,000</u>	<u>(5,784)</u>	<u>1,592</u>

The project funds relate to amounts received for specific projects operated by the charity.

The security equipment fund relates to amounts received for purchasing security equipment.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

15 Designated funds

	Balance at 1 September 2020 £	Movement in funds Incoming resources £	Balance at 31 August 2021 £
Designated fund	300,000	300,000	600,000
	<u>300,000</u>	<u>300,000</u>	<u>600,000</u>

Designated funds represent amounts sent aside by the trustees in order to accumulate funds towards the purchase of a building.

16 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 August 2021 are represented by:						
Tangible assets	32,199	1,592	33,791	69,446	2,376	71,822
Current assets/ (liabilities)	644,337	-	644,337	521,436	-	521,436
Long term liabilities	(38,333)	-	(38,333)	(48,333)	-	(48,333)
	<u>638,203</u>	<u>1,592</u>	<u>639,795</u>	<u>542,549</u>	<u>2,376</u>	<u>544,925</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

17 Related party transactions

During the year, rent of £Nil (2020: £10,000) was receivable from Beis Malka Trust, a charity with a common trustee. At the year end £10,000 (2020: £18,000) was due from Beis Malka Trust.

At the year end, £Nil (2020: £5,000) was owed to M Grossman, a trustee of the charity

18 Cash generated from operations	2021	2020
	£	£
Surplus for the year	94,872	85,132
Adjustments for:		
Investment income recognised in statement of financial activities	(16,466)	(12,499)
Depreciation and impairment of tangible fixed assets	39,821	5,522
Movements in working capital:		
(Increase)/decrease in debtors	(26,065)	4,244
Increase in creditors	78,099	24,449
Cash generated from operations	170,261	106,848

19 Analysis of changes in net funds

	At 1 September 2020	Cash flows	At 31 August 2021
	£	£	£
Cash at bank and in hand	328,515	183,268	511,783
Loans falling due within one year	(1,667)	(8,333)	(10,000)
Loans falling due after more than one year	(48,333)	10,000	(38,333)
	278,515	184,935	463,450

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LTD

England & Wales - Charity number 1120262

Accounts

Charity Registration No. 1120262

Company Registration No. 05840791 (England and Wales)

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr. A Grossman Mr J Damen Miss F Lias
Charity number	1120262
Company number	05840791
Registered office	85 Lordship Road London N16 0QY
Independent examiner	Berish Hoffman ACA 325-327 Oldfield Lane North Greenford Middlesex UB6 0FX

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

(A COMPANY LIMITED BY GUARANTEE)

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JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 AUGUST 2020

The trustees present their report and financial statements for the year ended 31 August 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016)

Objectives and activities

The Charity's objectives include:

- a) The advancement of further education and teacher training in particular but not exclusively for the benefit of young people of the orthodox Jewish faith.
- b) The advancement of education and training for youth groups and/or individuals to relieve unemployment and with a particular view to promoting a career in teaching.
- c) The relief of poverty by providing financial assistance and study grants to youth groups and/or individuals of the orthodox Jewish faith to relieve unemployment and with a particular view to promoting a career in teaching.
- d) The provision of facilities for recreation and other leisure time occupation for young people who are in need of such provision because of their youth, age, infirmity, poverty or social and economic circumstances and with the object of improving their conditions of life.

Grant making policy

Grants are made to charitable institutions, organisations and authorised individuals which accord with the objects of the charity and at the discretion of the trustees.

Public benefit

The Trustees confirm their compliance with the duty to have due regard to the Public Benefit guidance published by the Charity Commission when reviewing the Charity's aims and objectives and planning future activities.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Achievements and performance

This year has been a challenging one for all of mankind, even more so for young people, who rely on structured support systems, primarily with regards to education, career guidance and personal development.

Jewish Training Academy for Girls Ltd is pleased to report that we were able to support our young women during these turbulent times, adapting our provisions and methods of operation to best support them in line with changing needs and government guidelines for the education sector.

All staff remained continued to work during this period, adapting roles where necessary to support our beneficiaries in the best possible manner in a fast changing environment. Most of our educational programmes were moved to telephone provision (to support users' unique access requirements) and we introduced new support systems, including bringing on board a part-time psychotherapist, to ensure the safety and wellbeing of our young women and staff.

This support was made possible through the generous donations of funding partners such as the National Lottery Community Fund in conjunction with DCMS, the Hackney Youth Opportunity Fund and the flexibility of our BBC Children In Need funding, as well as other anonymous donors.

Prior to the pandemic, we continued to deliver a range of vocational courses included hairdressing, flower arranging, confectionery, craft, and pyrography. These were funded by an Awards for All grant from The National Lottery and were aimed at providing our students with a positive experience, enhancing social skills as well as giving opportunities to the less-able academic to be successful in other areas. 60 young adults were involved across these courses and all achieved an AQA Unit Award Scheme accreditation upon successful completion of their course. Attendance rates were very high across all courses, showing how much these were valued and enjoyed by participants.

JTAG experienced a good year with regards to the academic courses, despite the challenges which presented at the start of the pandemic. We continued to offer an advanced financial capability course from the IFS school of finance. The course teaches fantastic skills in money management, debt awareness and making healthy financial decisions. In addition, many financial terms and concepts are explained. This was successfully moved to phone provision in May 2020, enabling participants to complete the program remotely.

The number of young women attending the college without obtaining pass grades in school in core GCSE subjects is escalating. We once again offered a functional skills program in Mathematics and English for those that needed extra support in order to progress with further education.

We also repeated our intensive teachers training course delivered to the highest specification. The course covered general teachers training including topics like planning, delivering and assessing lessons. The subject specific training was delivered by a subject specialist. All points were accrued over the course period and aimed to establish excellent teaching abilities, good employability skills as well as responsibility in the work place. We were able to continue some of the program remotely, however a lot of the practical work, including observations and placements did not take place due to the restrictions at the time.

As in previous years, our students took advantage of our career advice, in which we discussed all available options individually. CV writing skills were also taught and every participant produced a well presented personal profile. The majority of this was done remotely and adapted according to the current employment norms, including remote working practices and information about the Kickstart scheme.

Once again we delivered a high quality social awareness programme supported by a grant from BBC Children in Need as part of a 3 year rolling program. Young people developed emotional and social capacity, and practiced communication and conflict resolution techniques. This was especially welcome during the initial months of the pandemic and supported beneficiaries with their mental health and wellbeing during these challenging times.

We are pleased with the general performance this year, despite the unexpected challenges that presented, and look forward to shaping London's recovery over the next few years, with an emphasis on filling education gaps and supporting young women into employment.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

Financial review

During the period, the charity's general fund income exceeded expenditure. See pages 6 and 7 of the financial statements for details of the financial performance and position of the charity. The trustees are satisfied with the results for the period.

Reserves policy

The Trustees aim to hold reserves of at least three months' activity running costs to safeguard the continued delivery of services. At the year end, the charity held free reserves totalling £173,103.

The Trustees are confident that, despite the past year's challenges, the charity will continue to deliver education provision and support for young women. The charity remains financially stable and has adequate unrestricted reserves.

Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Plans for future periods

JTAG Ltd will continue delivering education and employment support to young women, whilst being mindful of government COVID guidelines, with regards to the education sector. There will be a strong emphasis on supporting young people to fill gaps in education and to help them through a growing youth unemployment crisis.

We look forward to shaping London's recovery over the next few years, with an emphasis on filling education gaps and supporting young women into employment.

Structure, governance and management

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association dated 8 June 2006 as amended on 9 November 2007.

The trustees meet regularly to administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mr. A Grossman
Mr J Damen
Miss F Lias

Recruitment, Induction and Training

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum and Articles of Association.

It is not the intention of the trustees of the charity to appoint any new trustees for the foreseeable future. Should the situation change in the future, the trustees will apply suitable recruitment, induction and training procedures.

Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed. Both manual and automated checks are regularly invoked, particularly those relating to the operations and finance of the charity. The trustees are satisfied that these systems and procedures mitigate any perceived risks.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

The trustees' report was approved by the Board of Trustees.

Mr J Damen

Trustee

Dated: 27 May 2021

**JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT**

TO THE TRUSTEES OF JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED

I report to the trustees on my examination of the financial statements of Jewish Training Academy for Girls (JTAG) Limited (the charity) for the year ended 31 August 2020.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Berish Hoffman ACA

325-327 Oldfield Lane North
Greenford
Middlesex
UB6 0FX

Dated: 27 May 2021

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2020

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
	Notes						
<u>Income from:</u>							
Donations and legacies	2	633,939	15,650	649,589	676,073	28,015	704,088
Investments	3	12,499	-	12,499	33,252	-	33,252
Total income		646,438	15,650	662,088	709,325	28,015	737,340
<u>Expenditure on:</u>							
Raising funds	4	3,698	-	3,698	12,008	-	12,008
Charitable activities	5	546,480	26,778	573,258	428,208	24,604	452,812
Total resources expended		550,178	26,778	576,956	440,216	24,604	464,820
Gross transfers between funds		-	-	-	500	(500)	-
Net income/(expenditure) for the year/							
Net movement in funds		96,260	(11,128)	85,132	269,609	2,911	272,520
Fund balances at 1 September 2019		446,289	13,504	459,793	176,680	10,593	187,273
Fund balances at 31 August 2020		542,549	2,376	544,925	446,289	13,504	459,793

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET
AS AT 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	11		71,822		14,952
Current assets					
Debtors	12	333,646		337,890	
Cash at bank and in hand		328,515		221,560	
		<u>662,161</u>		<u>559,450</u>	
Creditors: amounts falling due within one year	13	<u>(140,725)</u>		<u>(114,609)</u>	
Net current assets			521,436		444,841
Total assets less current liabilities			593,258		459,793
Creditors: amounts falling due after more than one year	14		(48,333)		-
Net assets			<u>544,925</u>		<u>459,793</u>
Income funds					
Restricted funds	15		2,376		13,504
<u>Unrestricted funds</u>					
Designated funds	16	300,000		-	
General unrestricted funds		<u>242,549</u>		<u>446,289</u>	
			542,549		446,289
			<u>544,925</u>		<u>459,793</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2020

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 August 2020.

The directors acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 27 May 2021

Mr J Damen
Trustee

Company Registration No. 05840791

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	2020 £	£	2019 £	£
Cash flows from operating activities					
Cash generated from operations	19		106,848		56,227
Investing activities					
Purchase of tangible fixed assets		(62,392)		(2,376)	
Investment income received		12,499		33,252	
		<u> </u>		<u> </u>	
Net cash (used in)/generated from investing activities			(49,893)		30,876
Financing activities					
Bank loans		50,000		-	
		<u> </u>		<u> </u>	
Net cash generated from/(used in) financing activities			50,000		-
			<u> </u>		<u> </u>
Net increase in cash and cash equivalents			106,955		87,103
Cash and cash equivalents at beginning of year			221,560		134,457
			<u> </u>		<u> </u>
Cash and cash equivalents at end of year			328,515		221,560
			<u> </u>		<u> </u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

Charity information

Jewish Training Academy for Girls (JTAG) Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 85 Lordship Road, London, N16 0QY.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	over term of the lease
Fixtures and fittings	33% reducing balance
Computers	33% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

1 Accounting policies

(Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2020 £	2020 £	2020 £	2019 £	2019 £	2019 £
Donations and gifts	28,543	-	28,543	41,527	-	41,527
Grants	605,396	15,650	621,046	634,546	28,015	662,561
	<u>633,939</u>	<u>15,650</u>	<u>649,589</u>	<u>676,073</u>	<u>28,015</u>	<u>704,088</u>

3 Investments

	Unrestricted funds	Unrestricted funds
	2020 £	2019 £
Rental income	12,000	32,900
Interest receivable	499	352
	<u>12,499</u>	<u>33,252</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

4 Raising funds

	Unrestricted funds	Unrestricted funds
	2020	2019
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	3,698	12,008
	<u>3,698</u>	<u>12,008</u>

5 Charitable activities

	2020	2019
	£	£
Staff costs	185,235	151,911
Depreciation and impairment	5,522	7,365
Course running costs	144,528	121,883
Premises costs	128,407	117,471
Trips	67,470	-
Therapy costs	5,065	-
	<u>536,227</u>	<u>398,630</u>
Grant funding of activities (see note 6)	-	20,361
Share of support costs (see note 7)	33,335	30,581
Share of governance costs (see note 7)	3,696	3,240
	<u>573,258</u>	<u>452,812</u>
Analysis by fund		
Unrestricted funds	546,480	428,208
Restricted funds	26,778	24,604
	<u>573,258</u>	<u>452,812</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

6 Grants payable

	2020	2019
	£	£
Grants to institutions:		
Activiteens	-	1,000
Talmud Torah Beis Shlomo	-	18,000
Others < £1000	-	1,361
	<u>-</u>	<u>20,361</u>
	<u>-</u>	<u>20,361</u>

Grants were paid to the above charities in line with the charity's objectives.

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7 Support costs

	Support costs	Governance costs	2020	Support costs	Governance costs	2019
	£	£	£	£	£	£
Office expenses	10,818	-	10,818	9,717	-	9,717
Computer costs	1,196	-	1,196	414	-	414
Travel costs	10,564	-	10,564	9,680	-	9,680
Sundry expenses	4,810	-	4,810	2,983	-	2,983
Bank charges	1,099	-	1,099	1,134	-	1,134
Repairs and renewals	648	-	648	1,133	-	1,133
Legal and Professional fees	4,200	-	4,200	5,520	-	5,520
Accountancy fees	-	3,696	3,696	-	3,240	3,240
	<u>33,335</u>	<u>3,696</u>	<u>37,031</u>	<u>30,581</u>	<u>3,240</u>	<u>33,821</u>
	<u>33,335</u>	<u>3,696</u>	<u>37,031</u>	<u>30,581</u>	<u>3,240</u>	<u>33,821</u>
Analysed between						
Charitable activities	<u>33,335</u>	<u>3,696</u>	<u>37,031</u>	<u>30,581</u>	<u>3,240</u>	<u>33,821</u>

8 Trustees

During the year a trustee was paid £7,904 (2019: £7,904) as an employee of the charity not for trustee services.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

9 Employees

The average monthly number of employees during the year was:

	2020	2019
	Number	Number
Teachers	20	23
Lecturers	4	4
Fundraising	3	3
Course Co-ordination	2	2
Administration	3	3
Secretarial	3	3
Programme Co-ordinator	1	1
Senco	1	1
Total	<u>37</u>	<u>40</u>

Employment costs	2020	2019
	£	£
Wages and salaries	185,271	151,618
Other pension costs	(36)	293
	<u>185,235</u>	<u>151,911</u>

There were no employees whose annual remuneration was £60,000 or more.

10 Independent Examiner's Remuneration

The Independent Examiner's remuneration amounts to an Independent Examination fee of £1,000 (2019: £1,000), and accountancy services of £2,696 (2019: £2,240).

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

11 Tangible fixed assets

	Leasehold improvements	Fixtures and fittings	Computers	Total
	£	£	£	£
Cost				
At 1 September 2019	-	46,253	27,540	73,793
Additions	60,610	1,782	-	62,392
	<u>60,610</u>	<u>48,035</u>	<u>27,540</u>	<u>136,185</u>
At 31 August 2020	60,610	48,035	27,540	136,185
Depreciation and impairment				
At 1 September 2019	-	33,548	25,293	58,841
Depreciation charged in the year	-	4,780	742	5,522
	<u>-</u>	<u>38,328</u>	<u>26,035</u>	<u>64,363</u>
At 31 August 2020	-	38,328	26,035	64,363
Carrying amount				
At 31 August 2020	60,610	9,707	1,505	71,822
	<u>60,610</u>	<u>9,707</u>	<u>1,505</u>	<u>71,822</u>
At 31 August 2019	-	12,705	2,247	14,952
	<u>-</u>	<u>12,705</u>	<u>2,247</u>	<u>14,952</u>

12 Debtors

	2020	2019
	£	£
Amounts falling due within one year:		
Other debtors	333,646	305,797
Prepayments and accrued income	-	32,093
	<u>333,646</u>	<u>337,890</u>

13 Creditors: amounts falling due within one year

	2020	2019
	£	£
Notes		
Bank loans	1,667	-
Other taxation and social security	-	317
Trade creditors	102,033	88,949
Other creditors	33,825	11,103
Accruals and deferred income	3,200	14,240
	<u>140,725</u>	<u>114,609</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

14 Creditors: amounts falling due after more than one year

	Notes	2020 £	2019 £
Bank loans		48,333	-
		<u>48,333</u>	<u>-</u>

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 September 2018	Incoming resources	Resources expended	Transfers	Balance at 1 September 2019	Incoming resources	Resources expended	Balance at 31 August 2020
	£	£	£	£	£	£	£	£
Projects	5,300	28,015	(22,857)	(500)	9,958	15,650	(25,608)	-
Security equipment	5,293	-	(1,747)	-	3,546	-	(1,170)	2,376
	<u>10,593</u>	<u>28,015</u>	<u>(24,604)</u>	<u>(500)</u>	<u>13,504</u>	<u>15,650</u>	<u>(26,778)</u>	<u>2,376</u>

The project funds relate to amounts received for specific projects operated by the charity.

The security equipment fund relates to amounts received for purchasing security equipment.

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

16 Designated funds

	Balance at 1 September 2019 £	Transfers £	Balance at 31 August 2020 £
Designated fund	-	300,000	300,000
	-	300,000	300,000

Designated funds represent amounts sent aside by the trustees in order to accumulate funds towards the purchase of a building.

17 Analysis of net assets between funds

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total 2019 £
Fund balances at 31 August 2020 are represented by:						
Tangible assets	69,446	2,376	71,822	11,406	3,546	14,952
Current assets/ (liabilities)	521,436	-	521,436	434,883	9,958	444,841
Long term liabilities	(48,333)	-	(48,333)	-	-	-
	542,549	2,376	544,925	446,289	13,504	459,793

JEWISH TRAINING ACADEMY FOR GIRLS (JTAG) LIMITED
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2020

18 Related party transactions

During the year, rent of £10,000 (2019: £32,000) was receivable from Beis Malka Trust, a charity with a common trustee. At the year end £18,000 (2019: £nil) was due from Beis Malka Trust.

At the year end, £5,000 (2019: £11,000) was owed to M Grossman, a trustee of the charity

19	Cash generated from operations	2020 £	2019 £	
	Surplus for the year	85,132	272,520	
	Adjustments for:			
	Investment income recognised in statement of financial activities	(12,499)	(33,252)	
	Depreciation and impairment of tangible fixed assets	5,522	7,365	
	Movements in working capital:			
	Decrease/(increase) in debtors	4,244	(140,165)	
	Increase/(decrease) in creditors	24,449	(50,241)	
	Cash generated from operations	106,848	56,227	
20	Analysis of changes in net funds			
	At 1 September 2019 £	Cash flows £	At 31 August 2020 £	
	Cash at bank and in hand	221,560	106,955	328,515
	Loans falling due within one year	-	(1,667)	(1,667)
	Loans falling due after more than one year	-	(48,333)	(48,333)
		221,560	56,955	278,515