

GOLDEN OPPORTUNITY SKILLS AND DEVELOPMENT ANNUAL REPORT 2022-2023



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Chairman's Message

Dear supporters, staff, volunteers, and friends of GOS&D,

I am thrilled to present to you GOS&D's Annual Report for the year 2022-2023, showcasing the remarkable work we have collectively achieved over the past year.

In my role as the Chair of GOS&D, overseeing our initiatives in addressing the challenges posed by the pandemic and the cost-of-living crisis, I am deeply moved by the indispensable role GOS&D plays in our community. Thousands of individuals rely on us for information and support, finding hope in our unwavering commitment to those living in abject poverty and facing persistent inequalities.

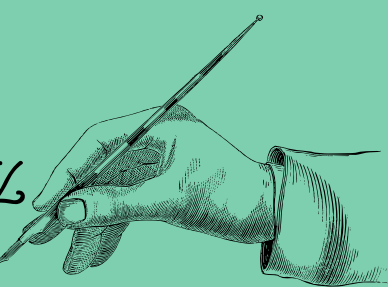
Our accredited advice work alone has positively impacted 879 residents this year, significantly improving their lives. Furthermore, we have assisted 200 residents in avoiding homelessness, and I am particularly proud of our new initiative addressing Temporary Accommodation in Ealing.

Our organization is dedicated to effecting change in policies and practices that perpetuate inequalities. Unfortunately, we find ourselves in a time of widespread institutional failures. In Ealing, we commend the council for its Race Equality Commission Report, which has resulted in identifying key recommendations across various domains, including education, housing, policing, etc. GOS&D has actively participated in crucial consultations with various institutions, including Ealing Council. Our involvement has played a pivotal role in assisting the NHS in shaping its In-Patient Mental Health plans and aiding the National Institute of Care and Research in drafting its Community Engagement strategy, among other contributions.

Through the dedication of our team, the generosity of our donors, and the resilience of the communities we serve, we have achieved remarkable milestones. As we contemplate our future, we will prioritize our ongoing commitment to impact in our operations, strategy, and resilience. This solid foundation is essential to empower the bold thinking required to unlock solutions for meeting the needs of our communities. Our ambitious goals necessitate ambitious support, and the Board will also focus on strengthening our relationships with like-minded organizations.

I extend my heartfelt gratitude to our volunteers, colleagues, partners, and supporters for their invaluable assistance in helping us transform the lives of our most vulnerable residents.

Abdirisak IIBRIL
Chair of Trustees





GOS&D'S GUIDING PRINCIPLES



GOS&D'S CHARITABLE OBJECTIVES

- ✿ To develop the capacity and skills of people from socially disadvantaged communities.
- ✿ To provide relief from financial hardship, sickness, social or economic disadvantage, and to advance the education of its community.
- ✿ To promote and fulfil other charitable purposes beneficial to charity.
- ✿ To empower individuals to make, and put into practice, informed choices based on their experiences.



GOS&D'S VISION

To see a vibrant and equal society where everyone is valued for their potential, and where their human rights are observed and protected.

GOS&D'S MISSION

To engage every section of the community in creating person-centred, workable solutions to meet ever-changing societal needs and wants.

GOS&D'S STRATEGIC OBJECTIVES

- ✿ Raising aspirations
- ✿ Extending opportunities
- ✿ Tackling poverty
- ✿ Strengthening communities



WHERE OUR BENEFICIARIES COME FROM



Hillingdon **5%**

Ealing **84%**

Hounslow **11%**

OUR KEY IMPACT 2022-2023

861

Workshops and training sessions delivered



1319

Beneficiaries accessed our projects



200

Residents Avoided Homelessness



£319K

Generated/saved for residents



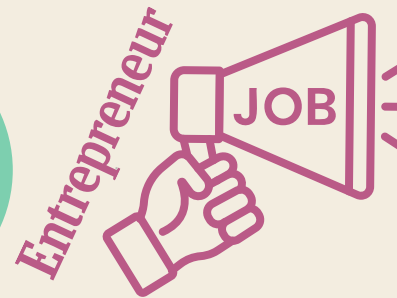
3173

Volunteer hours donated



135

Residents supported access employment/self-employment opportunities.



381

Digitally excluded and now digitally INCLUDED



476

Residents improved their English language skills



456

Beneficiaries with lived experiences took part in our consultations



200 plus

Physically inactive residents engaged



2022 - 2023 PROJECTS

1. RAISING ASPIRATIONS:

“Learning is a treasure that will follow its owner everywhere.” – Chinese Proverb

1.1 LANGUAGE SKILLS : ESOL CLASSES

GOS&D has for the past 20 years encouraged and supported over 3000 residents with limited or no English language skills. Our focus has always been on 'beginner level' ESOL. Our ESOL programme is unique in that – we embed practical lessons dealing with every day situations.

OUTCOMES ACHIEVED:

476

Residents accessed our ESOL programme

95

Residents progressed to higher ESOL levels

1.2 DIGITAL SKILLS AND SUPPORT:

GOS&D is a UK Online registered centre and a hub of excellence for digitally excluded residents. GLA Advice in Community Settings: Digital programme in partnership with MENCAP + GOS&D's digital programme

OUTCOMES ACHIEVED:

78

Residents provided with digital equipment

263

Residents access our digitally equipment on weekly basis

381

Digitally excluded and now digitally INCLUDED

1.3 FINANCIAL INCLUSION

The cost of living crisis, complicated welfare benefit system and financial products call for innovative financial inclusion training:

OUTCOMES ACHIEVED:

118

Residents completed our Financial Inclusion Training



2022 - 2023 PROJECTS

2. EXTENDING OPPORTUNITIES:

"Whenever you see darkness, there is extraordinary opportunity for the light to burn brighter." — Bono

2.1 ECONOMIC DEVELOPMENT:

GOS&D has built track record in supporting residents that are unfairly labelled 'hard to engage' access and sustain their employment/self-employment opportunities

OUTCOMES ACHIEVED:

178

Residents engaged in economic development initiatives

81

Adult residents secured sustainable employment

43

Young people (NEET) secured sustainable employment/apprenticeship opportunities

11

Residents supported to set up their own businesses



2022 - 2023 PROJECTS

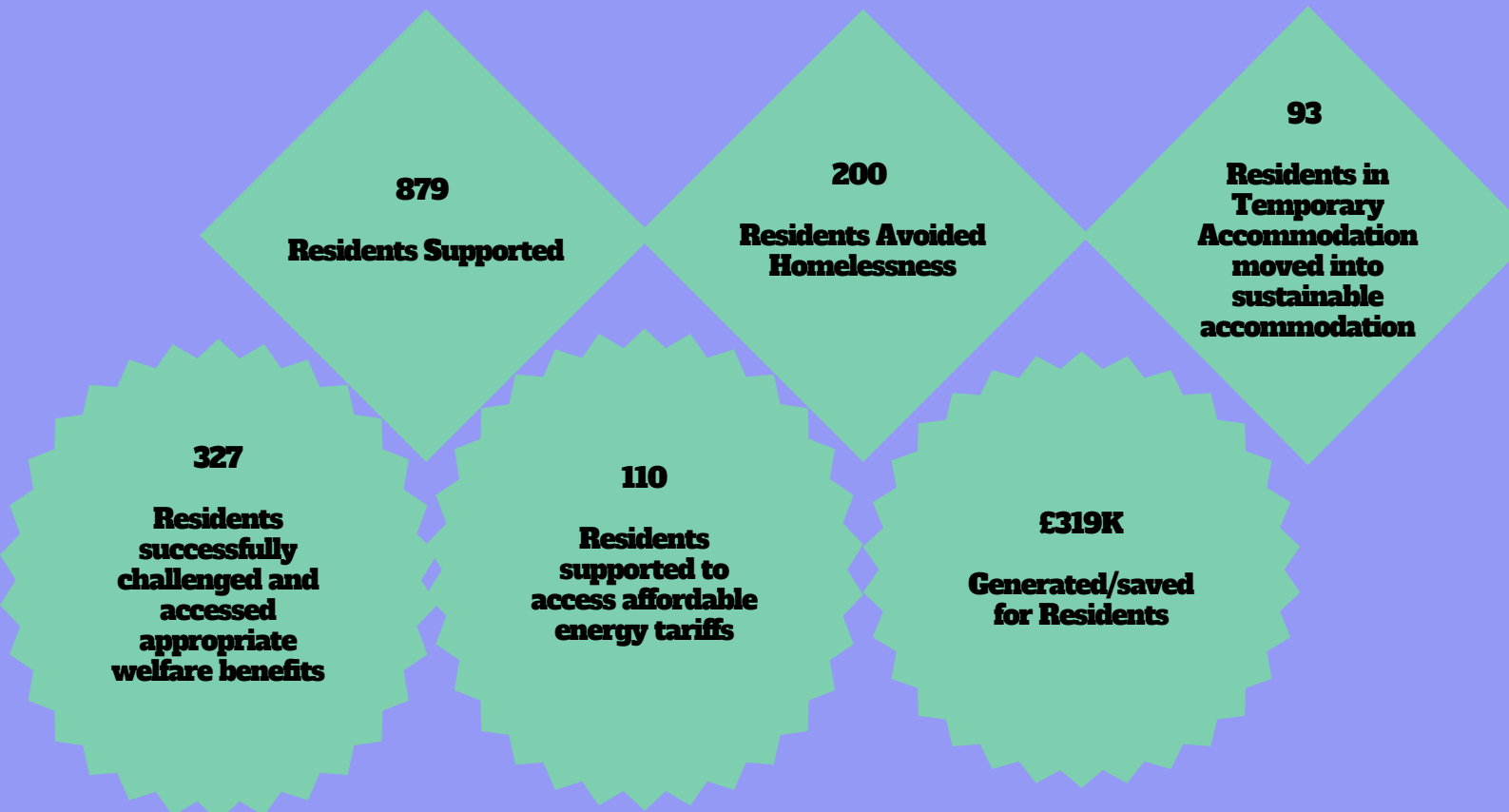
3. TACKLING POVERTY:

“As long as poverty, injustice and gross inequality exist in our world, none of us can truly rest.” — Nelson Mandela, Former President of South Africa

3.1 ACCREDITED INFORMATION, ADVICE AND GUIDANCE (IAG):

GOS&D is now entering its 5th year of delivering Advice Quality Standard (AQS) accredited IAG support to residence.

OUTCOMES ACHIEVED:



2022 - 2023 PROJECTS

4. STRENGTHENING COMMUNITIES:

"There is no power for change greater than a community discovering what it cares about."

MARGARET J. WHEATLEY

OUTCOMES ACHIEVED:

150
Residents engaged in Covid-19 health and safety campaigns and on immunisation.

4.3 COUNTER EXTREMISM:

We continued to deliver our work on PREVENT and also on tackling Female Genital Mutilation/Cutting (FGM/C).

OUTCOMES ACHIEVED:

191
Residents engaged on Counter Extremism programme

28
Professionals attended our FGM/C Cultural Competence Training

77
Men from FGM/C communities signed our End FGM/C charter

4.4 SPECIAL EDUCATION NEEDS AND SCHOOLS EXCLUSION:

Minoritized Children/young people and their parents face numerous challenges;

Outcomes achieved:

42
Children without Education, Health and Care Plans now have one in place.

33
Young people at risk of schools exclusion remain in education.

72
Parents are now able to support and advocate for their children to continue with their education.

4.1 COMMUNITY MENTAL HEALTH

Minoritized communities continue to experience inequalities when trying to access mental health services. Ealing Somali Mental Health Project: Our 'one community at a time' approach focused on the ever increasing mental health afflictions amongst Ealing's Somali community.

Outcomes achieved:

56
Engaged residents reported better understanding of Mental Health

22
Identified residents received Psychotherapy Support

4.2 HEALTH, WELLBEING AND COVID-19 INTERVENTIONS

Opportunities for physically inactive residents to participate in fun-filled fitness sessions. Covid-19 remains a challenge, affecting our most vulnerable residents;

Outcomes Achieved:

200 plus
Physically inactive residents engaged in programmes such as Strength and Balance

56
Young people continue attending our weekly football sessions.

2022 - 2023 PROJECTS

4. STRENGTHENING COMMUNITIES:

“The need for connection and community is primal, as fundamental as the need for air, water, and food.” –

Dean Ornish

4.9 Everyone Matters Project: Consortium of 5 civil society organisations Led by GOS&D and funded by The National Lottery Fund: 2022–2025

Key outcomes achieved by the projects;

**200 plus
Residents engaged to
reduce isolation**

**170 plus
Refugees and asylum
seekers supported to better
their lives.**

**103 Children/young people
and
92 parents engaged in anti
youth violence programme**

**7
Parents/carers trained as
Parent Champions**

4.3 Connecting Communities: Funded by Ealing Council and working in partnership: Supporting communities avoid isolation, connect with each other and interventions that meet their needs.

4.4 BBO Working West London 2017–2023. – National Lottery Community Fund/ESF Partnership–project; A partnership project with ELATT to support unemployed and economically inactive refugee beneficiaries with access to ESOL and employment support.

4.5 Resilience Fund 2021–2023: Community Aid Foundation (CAF): Employment and capacity building support

4.6 Core Funding 2021–2023: Funded by Lloyds Foundation: Support for Refugees and Asylum seekers and capacity building support.

4.7 Hounslow Anti Youth Violence: Funded Hounslow Council

4.8 Parent Carer Champion Project: Young Ealing Foundation supported project and funded by the Mayor’s Office (VRU).



CASE STUDY AND TESTIMONIAL

‘We are ignored and made to feel incapable but if given the chance and support, we can change our lives and impact positively on society’ By a Young Asylum Seeker supported by GOS&D and now working for Transport for London.

Testimonial: ‘Thanks to Sunita and GOS&D for understanding my needs, and struggles and now I have found work for the first time in 14yrs’

The stories of those we work with and support are incredibly powerful. They depict the resilience of individuals who have overcome pressing issues and gleaned valuable life lessons. As an organization, we take the time to reflect, assess, and then move forward. The narratives we encounter, often stemming from challenging circumstances, underscore the impact of our work and interventions. The true testament of our efforts lies in the stories and journeys shared by those we exist to support.



Transformative Intervention: Empowering a Refugee Single Parent

Introduction: This case study follows X, a refugee single parent who faced mental health challenges and trauma before arriving in the UK in 2009. Initial attempts at mainstream mental health support exacerbated her situation due to cultural differences, leading to child protection measures for her three children.

Interventions:

- 1. Community Mental Health Support:** Our organization facilitated culturally sensitive access to community mental health services, providing tailored support for X's unique needs and traumas.
- 2. Advocacy Work:** Collaborative advocacy efforts addressed child protection concerns, emphasizing cultural understanding and bridging gaps between X's background and the best interests of her children.

Outcomes:

- 1. Improved Mental Health:** X reported significant improvements, feeling heard and supported in her recovery journey.
- 2. Employment Opportunities:** Empowered by improved mental health, X secured employment, enhancing her financial independence and overall well-being.
- 3. Thriving Children:** Culturally informed interventions positively impacted X's relationship with her children, creating a stable and nurturing home environment.

Conclusion: This case study highlights the success of targeted interventions, emphasizing cultural sensitivity and individualized care. By addressing X's unique challenges, our organization played a crucial role in her journey toward improved mental health, stable employment, and the flourishing of her family. This case study also demonstrates what we have always wanted funders and other to understand - that individuals are faced with multiple issues and sometimes at the same time.

CONSULTATIONS, EVENTS AND REPORTS

GOS&D values opportunities to consult and attend mutually beneficial events. Our person-centered and asset-based approaches mean that since the organization was established, we have consistently placed our users at the center of everything we do. Our communities serve as our best educators. Individuals with lived experiences continue to contribute to making GOS&D a learning and responsive organization.

GOS&D Consultations

456
beneficiaries with lived experiences took part in our consultations

Topic Example: Impact of Cost of Living

Topic Example: Mental Health and Minoritized Communities

Topic Example: Barriers to Accessing Services

Reports, Publications and Events

Community Aid Foundation: GOS&D featured on CAF's Resilience programme

Speaker @ Morgan Chase: P2E event organised by London Community Foundation

Example event: Suicide Prevent Mental Health: Event hosted and delivered by GOS&D

Report by GOS&D: FGM/Cutting and Mend from Practicing Communities.

GOS&D's Contribution to Third Party Consultations

Enabling Early Childhood Development in Ealing: Ealing Council

National Institute for Health and Care Research: Supported NIHR to develop their community engagement strategy.

National Institute for Health and Care Research: Supported NIHR to develop their Community Engagement strategy.

Ealing Inpatient Mental Health Services: GOS&D supported the discussions/consultation process.



**ways to
conomic
opportunities
programme**



SIGNIFICANT AGENCIES - 2022-2023

ORGANISATIONS

INSTITUTE FOR VOLUNTARY ACTION
RESEARCH
UNITED ANGLO CARIBBEAN SOCIETY
EVELYN OLDFIELD UNI
MORGAN STANLEY
HEALTHWATCH EALING
JOBCENTRE PLUS
ELATT
EALING PUBLIC HEALTH
HADEA
EALING COUNCIL
EALING SOMALI WELFARE & CULTURAL
ASSOC.
LLOYDS FOUNDATION
CAF
BBC CHILDREN IN NEED
THE NATIONAL LOTTERY COMMUNITY FUND
THE UBELE FOUNDATION
HOUNSLOW COUNCIL
EALING COUNCIL
MAYOR'S OFFICE
TRUST FOR LONDON
LONDON COMMUNITY FOUNDATION

NETWORKS

EALING AND HOUNSLOW CVS
COUNCIL OF SOMALI ORGANISATIONS
SOUTHALL JOB PARTNERSHIP
YOUNG EALING FOUNDATION
SOUTHALL COVID TASK FORCE
YOUTH OFFER PARTNERSHIP
SOUTHALL COMMUNITY ALLIANCE
LONDON VOLUNTARY SERVICE COUNCIL

Forums/Steering Groups

Ealing Advice Forum
Ealing Dementia Action Alliance
Suicide Prevention Steering Group

ACCREDITATIONS AND QUALITY MARKS





GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS

YEAR ENDED 31 March 2023

REGISTERED COMPANY NUMBER 06396150

REGISTERED CHARITY NUMBER 1121565



GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

ANNUAL REPORT AND ACCOUNTS

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GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

ANNUAL REPORT AND ACCOUNTS

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD) is a charitable company limited by guarantee, incorporated on 11 October 2007 and registered as a charity with the Charity Commission on 12 November 2007.

The company was registered under a Memorandum of Association which established the objectives and powers of the company and is governed under its Articles of Association.

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD) is a leading charity focused on building a vibrant and equal society.

Our services are designed to meet the needs of people from socially disadvantaged parts of our community and help them flourish.

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD) was founded in 2003 by three friends from diverse and challenging backgrounds who shared a vision of better support for young people in Ealing, London. Since then, we have delivered groundbreaking projects focused on providing the kinds of help that really makes a difference.

REGISTERED COMPANY NUMBER **06396150**

REGISTERED CHARITY NUMBER **1121565**

REGISTERED OFFICE:

Resource Centre
Featherstone Terrace
London
UB2 5AL

BANKERS

NATWEST
69 The Broadway
Southall, London
UB1 1LD

ACCOUNTANTS



Unit 8
122-126 Coldharbour Lane
London
UB3 3HL

DIRECTORS AND TRUSTEES FOR THE YEAR ENDED ON 31 MARCH 2023

The directors of the charitable company are its trustees for the purpose of charity law and throughout this report and are collectively referred as trustees.

The appointed trustees are as follows:-

Abdirrisak JIBRIL - Chair
Yuusuf GUULED - Treasurer
Kaisi OMAR - Secretary
Kevin DEMPSEY
Glen GAYLE

Structure, Governance and Management

GOLDEN OPPORTUNITY SKILLS AND DEVELOPMENT (GOSAD) is a company limited by guarantee and has charitable status. Its governing document is clearly set out in its Memorandum and Articles of Association.

The policies and procedures adopted for the induction and training of trustees.

All newly appointed Trustees are inducted by the charity's trustees Manager and are given appropriate documents that contain their roles and responsibilities as referred to the guidance published by the Charities Commission.

Additional external training is also provided to all newly appointed trustees when new opportunities become available. This is mainly designed to ensure that trustees follow the rules in the charity's governing document and to support them to fulfil their roles and responsibilities effectively.

All decisions relating to the governance and management of the organisation are taken and approved by the trustees.

GOLDEN OPPORTUNITY SKILLS AND DEVELOPMENT (GOSAD) engages in partnership with many other organisations and charitable companies, but this does not have an impact on the operational policies adopted by the charity.

The relationships between the charity, related parties, and with other charities and organisations are solely in the pursuit of its aims and objectives as clearly indicated in the organisation's governing document.

Risk Assessment

The charity manages its exposure to unexpected risks that the charity may face such as adverse changes in funding and other adverse events that may have a significant impact or the potential to inhibit areas of its charity operations in developing and putting in place effective and efficient mitigating measures.

Those measures and systems are regularly monitored, reviewed and developed periodically in trustees' management committee's meetings.

The organization has a comprehensive risk register in place, which is reviewed and monitored regularly.

Internal risks are also continuously reviewed and appropriate measures are developed and implemented to safeguard the organisation's resources and charitable activities.

TRUSTEES' REPORT

OBJECTIVES AND ACTIVITIES

A SUMMARY OF THE OBJECTS OF THE CHARITY AIMS AS SET OUT IN ITS GOVERNING DOCUMENT:

- To develop the capacity and skills of people from socially disadvantaged communities.
- To provide relief from financial hardship, sickness, social or economic disadvantage, and to advance the education of its community.
- To promote and fulfill other charitable purposes beneficial to the community.
- To empower individuals to make, and put into practice, informed choices based on their experiences.

AN EXPLANATION OF THE CHARITY'S STRATEGIES FOR ACHIEVING ITS STATED OBJECTIVES

To arrive at this ambitious plan we listened to many voices. We heard directly from the very people that directly benefit from GOSAD's projects about their experiences.

We asked them what life is like for them and what project(s) and support they want to help them through difficult and challenging times.

We listened to our steering group of users, set up to help shape the strategic vision, on many topics, including their take on what would happen if GOSAD no longer existed to provide crucial services to the community.

Our staff and volunteers shared their experiences, and we met with many others from outside the organisation to discuss how, together, we can provide timely and appropriate interventions for those in our communities that face multiple disadvantages

During the next three years, we anticipate:

- Continuing reductions in public spending - with local government focussing more on funding initiatives that will support the delivery of core statutory duties. This will have a significant impact on our users and will mean that there will be less funds to spread around.
- Economic growth and increases in employment are currently forecast to continue, but there is significant uncertainty about the long term. Income from employment is not increasing with inflation and cost of living with more people in self-employed and in less secure roles. It is likely that income inequality and the number of people experiencing poverty will rise over the coming years.
- Nationally, in recent years voluntary sector income has decreased. The decrease is mainly as a result of reduced public spending. Income from government grants and contracts is falling, but the decrease in grant funding is greater than the decrease in contract funding.
- Welfare reform set to continue with everyone moving to Universal credit in 2024, and we will see more users having issues accessing and exercising their rights to claiming welfare benefits.
- We expect to see more and more cases of homelessness as landlord are increasing rent, we also expect to see more people in Temporary accommodation as local authority struggle to rehouse people.
- We will continue to see more people accessing food bank due to cost of living crisis
- Youth violence will be on the increase as the past couple of years have demonstrated. Knife crime in particular will again show that there is no longer a need for young people to be part of a gang – in order to commit acts of violence.

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

- Health inequality will continue to persist, especially support in dealing with mental health amongst BMER communities.
- Resources and support for ESOL, Digital and Financial Inclusion programmes will continue to dwindle in the face of rising demand for such interventions.
- Last but not least, Social Injustice and lack of legal support (legal aid reforms) will continue to affect the most vulnerable in our society – from lack of advocacy support in dealing with unfair schools exclusion to court (tribunal) representation for this fighting to maintain or access disability related benefits.

EXTERNAL REVIEWS

Whenever possible we will engage external researchers to gain an impartial and more rigorous evaluation of our work. Through Steering Groups established for some of our projects we also gain on-going external review.

FINANCIAL REVIEW

On reserves

The board is committed in building up sufficient unrestricted funds to enable it to meet its essential charitable objectives in emergencies.

The charity's general reserve for emergencies stands at £23,640 for the financial year ended 31 March 2023.

This is included in the reserves of the year of £153,833.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Association does not hold any funds on behalf of other parties.

STATEMENT OF TRUSTEES' RESPONSIBILITIES:

Company law requires the trustees to prepare financial statements that give a true and fair view of the organisation's financial activities during the year and its financial position at the end of each financial year.

In doing so, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and reasonable and prudent judgments
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the organisation will continue in operation for the foreseeable future.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time, the financial position of the company and enable them to ensure that the financials comply with applicable laws, regulations and the trust deeds.

They are also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities including money laundering.

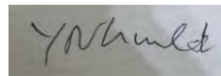
Signed on behalf of the trustees:

Abdirrisak JIBRIL



Chair

Yuusuf GUULED



Treasurer

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Independent examiner's report to the charity trustees of GOLDEN OPPORTUNITY SKILLS AND DEVELOPMENT (GOSAD)

I report to the trustees on my examination of the accounts of GOLDEN OPPORTUNITY SKILLS AND DEVELOPMENT (GOSAD) for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

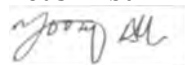
Independent examiner's statement

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

- Accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- The accounts do not accord with those records; or
- The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

Yousif Abdi – Accountant - FCA



For and on behalf of Aflah Accounting Solutions

Date: 17/07/2023

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

	Notes	UNRESTRICTED FUNDS £	RESTRICTED FUNDS £	TOTAL FUNDS £ 2023	TOTAL FUNDS £ 2022
INCOMING RESOURCES					
Voluntary Income/Grants	(1)	66,278	393,888	460,166	396,140
Legacies		-	-	-	-
Gifts in Kind		-	-	-	-
Investment Income		-	-	-	-
Charitable Activities		-	-	-	-
Other Incoming Resources		-	-	-	-
Total Incoming Resources:		66,278	393,888	460,166	396,140
RESOURCES EXPENDED:					
Costs for generating funds		-	-	-	-
Charitable Activities		-	(64,903)	(64,903)	(139,920)
Supporting Activities		(65,895)	(222,552)	(288,447)	(159,022)
Service level agreements with partner charities		-	(113,590)	(113,590)	(27,500)
TOTAL RESOURCES EXPENDED:	(2)	(65,895.0)	(401,045.0)	(466,940.0)	(326,442.0)
Net Surplus/Deficit for the year		383	(7,157)	(6,774)	69,698
Opening funds Transfer of funds		41,572	119,035	160,607	90,909
Transfer of funds		0	0	0	0
CLOSING FUNDS:		41,955	111,878	153,833	160,607

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

BALANCE SHEET

AS AT 31 MARCH 2023

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

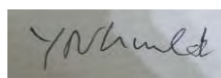
	Notes	2023 £	2022 £
<u>FIXED ASSETS</u>			
OFFICE FURNITURE AT COST	(3)	2,773	2,773
LESS ACCUMULATED DEPRECIATION		(2,773)	(2,773)
COMPUTERS & OTHER EQUIPMENTS AT COST	(3)	45,314	38,438
LESS ACCUMULATED DEPRECIATION		(26,522)	(21,991)
NET BOOK VALUE		18,792	16,447
<u>CURRENT ASSETS</u>			
CASH AT BANK & IN HAND	(4)	136,241	151,810
PREPAYMENTS		0	0
DEBTORS		0	0
TOTAL CURRENT ASSETS		136,241	151,810
<u>CURRENT LIABILITIES</u>			
CREDITORS	(5)	(1,200)	(7,650)
NET ASSETS		153,833	160,607
<u>RESERVES:</u>			
RESTRICTED FUNDS	(6)	111,878	119,035
UNRESTRICTED FUNDS		41,955	41,572
TO TAL		153,833	160,607

Approved by the board on 24/07/2023 and signed on behalf of the board by:

Abdirisak JIBRIL - Chair



Yuusuf GUULED - Treasurer



NOTES FORMING PART OF THE FINANCIAL STATEMENTS:

ACCOUNTING POLICIES:

- 1a) The financial statements have been prepared under the historical cost convention, with the exception of investment, which are valued at the prevailing market prices. The financial statements have been prepared in accordance with the statement of Recommended Practice-Accounting and reporting by charities (SORP2005) issued in March 2005, applicable UK accounting Standards and the Companies Act 1985. The principal accounting policies adopted in the preparations of the financial statements are set out below.

1b) **INCOMING RESOURCES:**

Voluntary income includes donations, gifts, legacies and grants that provide core funding or are of general nature are recognised where there is entitlement, certainty of receipts and the amount can be measured with sufficient reliability. Such income is only deferred when:

- The Donor specified that the grant or donation must only be used in future accounting periods, or
- The Donor has imposed conditions, which must be met before the charity has unconditional entitlement.
- Income from commercial trading activities is recognised as earned as the related goods and services are provided.
- Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions is recognised as earned (as the related goods or services are provided). Grant income includes in the category provided funding to support performance activities and is recognised where there is entitlement, certainty of receipts and the amount can be measured with sufficient reliability.

- Income is deferred when admission fees or performance related grants are received in advance of the performances or event to which they relate.

1c) **RESOURCES EXPENDED:**

Expenditure is recognised when a liability is incurred. Contractual agreements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that result in the payment being unavoidable.

- o Cost of generating funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.
- o Charitable activities including expenditure associated with the activities are included the direct costs and support costs relating to these activities.
- o Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1d) **RESTRICTED FUNDS:**

Restricted funds are to be used for specified purposes as lay down by the founder. Direct and support expenditure, which meets these criteria, is defined to the fund together with a fair allocation of other costs.

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1e) UNRESTRICTED FUNDS:

Unrestricted funds are funds received with no restrictions placed in their expenditure and are available as general funds.

- 1f) Revenue grants are credited to incoming resources on the earlier of when they are received on when they are due.

Note 1**INCOMING RESOURCES:**

RESTRICTED INCOME

DONORS	TOTAL 2023 (£)	TOTAL 2022 (£)
ELAAT	1,145.00	12,869.95
LB EALING	87,268.00	71,641.91
PADDINGTON DEVELOPMENT TRUST		19,700.00
THE LONDON COMMUNITY FOUNDATION	50,000.00	59,600.00
BBC CHILDREN IN NEED		25,291.50
LOCALITY		19,400.00
CAF RESILIENCE FUND	28,625.00	80,875.00
JOHN LYONS FOUNDATION	37,400.00	34,000.00
DWP		9,996.00
LB HOUNSLOW	12,500.00	13,556.00
BARROW CADBURY TRUST		100.00
HADEA	950.00	
YOUNG EALING FOUNDATION	9,750.00	
TRUST FOR LONDON	26,250.00	
NATIONAL LOTTERY COMMUNITY FUND	140,000.00	
TOTAL	393,888.00	347,030.36

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

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UNRESTRICTED INCOME

DONORS	TOTAL 2023 (£)	TOTAL 2022 (£)
EALING MENCAP	10,684.00	4,721.00
EACH	8,935.00	6,000.00
SOUTHALL COMMUNITY ALLIANCE	4,940.00	4,500.00
IDEAL HEALTH CONSULTING		3,220.00
LLOYDS BANK FOUNDATION	27,250.00	25,000.00
ESDEG	700.00	520.22
LONDON YOUTH		3,964.00
HADEA		480.00
EALING SOMALI WELFARE	5,703.00	480.00
SOFALE	735.00	224.00
CYTA CONSULTING LT	100.00	
UBELE	338.00	
FUTUREBRIGHT SOLUTION SUCCESS PROJECT	550.00	
A2DOMINION	1,000.00	
THE GEORGE AND ESME POLLITZER CHARITABLE SETTLEMENT	5,000.00	
SOMALI YOUTH HELPLINE	343.00	
TOTAL	66,278.00	49,109.22

NOTE 2

TOTAL RESOURCES EXPENDED

EXPENSE	UNRESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	TOTAL - 2023 (£)	2022 (£)
CHARITABLE ACTIVITIES	11,439.00	64,903.00	76,342.00	128,756.00
SERVICE LEVEL AGREEMENTS	-	113,590.00	113,590.00	27,500.00
VOLUNTEERS COSTS		10,208.00	10,208.00	11,164.00
ACCREDITATION AND MEMBERSHIP FEES	448.00		448.00	0.00
PROMOTIONAL SERVICES	4,276.00		4,276.00	1,680.00
TELEPHONE	2,923.00		2,923.00	2,400.00
PAYROLL & HMRC COSTS		157,469.00	157,469.00	114,622.00
RENT		14,361.00	14,361.00	7,522.00
REPAIRS & MAINTENANCE	5,888.00		5,888.00	12,400.00
DEPRECIATION CHARGES	4,531.00		4,531.00	2,747.00
UTILITIES	4,389.00		4,389.00	3,538.00
INSURANCE COSTS	972.00		972.00	897.00
BANK CHARGES	630.00		630.00	492.00
CLEANING	2,590.00		2,590.00	0.00
STAFF TRAINING AND DEVELOPMENT	12,350.00	12,595.00	24,945.00	84.00
HIRING COSTS		7,890.00	7,890.00	200.00
BUSSINESS RATE	1,029.00		1,029.00	299.00
OFFICE SUPPLIES COSTS	1,100.00		1,100.00	515.00
TRAVEL EXPENSES		7,289.00	7,289.00	5,800.00
SOFTWARE COSTS		800.00	800.00	864.00
ACCOUNTING COSTS	1,200.00		1,200.00	1,450.00
CONSULTANCY COSTS		4,100.00	4,100.00	840.00
MANAGEMENT SERVICES COSTS	8,000.00		8,000.00	1,500.00
PROFESSIONAL SERVICES COSTS		4,700.00	4,700.00	1,172.00
EQUIPMENTS EXPENSED	3,380.00		3,380.00	
PENSIONS		3,140.00	3,140.00	
OTHER	750.00		750.00	
TOTAL	65,895.00	401,045.00	466,940.00	320,616.00

NOTE 3

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Tangible fixed assets

Fixed assets costing in excess of £1000 are capitalised and are shown at historical cost.

Depreciation is provided, after taking into account of any grants receivable.

Tangible fixed assets are depreciated at 20% reducing balance.

OFFICE FURNITURE

<u>Costs</u>	£
At Cost 01/04/2022	2,773
Additions	-
Disposals	-
Revaluations	-
Transfers	-
As at 31 March 2023	<u>2,773</u>
<u>Depreciation:</u>	
Accumulated Depreciation as at 01/04/2022	(2,773)
Charge for the year	-
At 31 March 2022	<u>(2,773.0)</u>
<u>Net Book Value</u>	
Net Book Value at 31 March 2022	<u>0</u>

COMPUTERS & OTHER EQUIPMENTS

<u>Costs</u>	£
At Cost 01/04/2022	38,438
Additions	6,876
Disposals	-
Revaluations	-
Transfers	-
As at 31 March 2023	<u>45,314</u>
<u>Depreciation:</u>	
Accumulated Depreciation as at 01/04/2022	(21,991)
Charge for the year	(4,531)
At 31 March 2022	<u>(26,522.0)</u>
<u>Net Book Value</u>	
Net Book Value at 31 March 2022	<u>18,792</u>

NOTE 4

CASH AT BANK AND IN HAND

The Association has a cash balance of £136,241 in its bank account as at 31 March 2023

NOTE 5

CREDITORS

Accounting Fees :

£1,200
<u>£1,200</u>

GOLDEN OPPORTUNITY SKILLS & DEVELOPMENT (GOSAD)

ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

NOTE 6

RESERVES:

The charity's reserves at the financial year end of 31/03/23, stands at £153,833

This consists of £111,878 of restricted funds and £41,955 of unrestricted funds. £23,640 of the unrestricted funds has been pacifically ring fenced for emergencies.

Taxation

The charitable company is exempt from taxation under sections 466 to 493 of the Corporation Tax Act 2010

Cash flow statement

The company has taken advantage of the exemption in Financial Reporting Standard No 1 from producing a cash flow statement on the grounds that it is a small company

EMPLOYMENT COSTS

	2023	2022
	£	£
Payroll & HMRC Costs	£157,469	£114,622

TRUSTEES EXPENSES

The trustees neither received nor waived any emoluments during the period
Trustees claimed for travelling expenses during the year. These amounted to £
£Nil).

RELATED PARTIES

There are no related parties transactions to be disclosed

END