

PROGRESSABILITY.ORG

England & Wales · Charity number 1142732

Details

Other names	A4SOUTDOORS.ORG
Status	Registered
Legal form	Charitable company
Company number	07678748
Registered	2011-07-05
Register	View on the Charity Commission register

Contact

Address	Unit 2 129 Barkers Lane Bedford MK41 9RX
Phone	01234272140
Email	info@a4sbedford.com
Website	www.a4sbedford.com

Activities

Objects: TO PROVIDE AND ASSIST IN THE PROVISION OF TRAINING, MENTORING AND COUNSELLING FOR THOSE OF ALL AGES AND BACKGROUNDS AND CURRENT OR FUTURE LEADERS WITHIN THE UK AND ABROAD AND IN DOING SO ASSIST THEM IN GROWING TO FULL MATURITY AS INDIVIDUALS AND AS MEMBERS OF SOCIETY WITHIN A FRAMEWORK OF CHRISTIAN VALUES. TO PROVIDE AND ASSIST IN THE PROVISION OF SPORTS AND OTHER FACILITIES FOR THE RECREATION AND LEISURE TIME OCCUPATION OF THE INHABITANTS OF URBAN AND RURAL AREAS WITHIN THE UK AND ABROAD WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR SOCIAL AND ECONOMIC CIRCUMSTANCES AND FOR THE ADVANCEMENT OF HEALTH AND WELLBEING WITHIN A FRAMEWORK OF CHRISTIAN VALUES.

Activities: To provide and assist in the provision of training, mentoring and counselling for people of all ages and backgrounds, including current and future leaders within the UK and abroad, in order to support their personal growth, development and full participation as individuals and members of society within a framework of positive moral and community values.

Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Amateur Sport, Environment/conservation/heritage, Recreation
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Bedford
- Buckinghamshire
- Cambridgeshire
- Hertfordshire
- Northamptonshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£564,257	£511,810	£119,647	13
2024-08-31	£432,994	£432,829	-	-
2023-08-31	£372,252	£394,001	-	-
2022-08-31	£324,466	£331,686	-	-
2021-08-31	£278,019	£311,636	-	-
2020-08-31	£388,624	£313,348	-	-

Trustees

Name	Role	Appointed
BRIAN CHARLES BURKE	Chair	2011-07-05
JAMES EDWARD ALLEN		2015-01-24
Michelle Boness		2024-01-24
Pamela Layton		2019-01-19
Shirley Crosbie		2024-01-24

Accounts

REGISTERED COMPANY NUMBER: 07678748 (England and Wales)
REGISTERED CHARITY NUMBER: 1142732

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025
FOR
PROGRESSABILITY.ORG

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

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FOR THE YEAR ENDED 31 AUGUST 2025

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2025. The trustees have adopted the provisions of 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

Objectives and aims

ProgressAbility.org (also known as A4S & Positive Steps) was launched in September 2011. Its main activity is the A4S and Positive steps projects, which delivers outdoor skills development activities, life skills and mentoring to fulfil the charitable objects of ProgressAbility.org:

To provide training, mentoring, and counselling for individuals of all ages and backgrounds-within the UK and internationally-supporting their growth into mature, socially responsible individuals grounded in strong moral values.

To enhance access to sports and leisure facilities for those in need due to social or economic disadvantage, thereby promoting health and wellbeing within a framework of moral principles.

Our mission is to transform the lives of young people who have faced academic, social, or economic challenges. Through tailored learning experiences, we aim to build their wellbeing, confidence, and sense of purpose, enabling them to pursue fulfilling lives.

The project achieves its goals by offering experiential learning activities that strengthen self-esteem, confidence, skills, and qualifications-essential stepping stones for education, transition, and employment.

In the mainstream secondary system, around 10-15% of students consistently underperform, often becoming disengaged or excluded. ProgressAbility.org seeks to re-engage these young people through personalised development programmes that reignite a passion for learning and open pathways to training, college, or work.

Our ethos centres on experiential, outdoor learning for young people aged 8-18, particularly those struggling in traditional classrooms. Outdoor activities provide a positive break from peer pressures and offer opportunities to thrive.

Significant activities

Term-time programme

Students are referred by schools, alternative education centres, and social services. Each six-hour session includes transportation, is delivered on a 1:1 or 1:2 coaching basis and is tailored to individual needs. Coaches complete daily progress reports, and Personal Development Reviews (PDRs) track student progress formally for referrers and stakeholders.

Holiday programme

Skills workshops, taster sessions, small group gatherings, and family events. Activities include angling, estate and aquarium maintenance, cooking, arts and crafts, nature walks, carpentry, financial literacy, healthy living, and employability skills.

Accredited qualifications

As a Gateway Qualifications Centre, we provide a wide range of accredited courses, including employability, peer mentoring, art and design, carpentry, and cooking, alongside specialist courses in angling and aquarium systems. These qualifications reinforce our commitment to helping students progress into further education, apprenticeships, or employment.

Public benefit

The trustees have regard to Charity Commission guidance on public benefit in section 4 of the Charities Act.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2025**

ACHIEVEMENTS AND PERFORMANCE

During the year, the number of individual sessions stayed at a consistent level and was only constrained by the number of coaches we had available. We delivered 1,767 sessions, supporting 75 young people. This reflects both sustainability and the strong demand for our services.

We increasingly support students with complex needs, resulting in around 90% of participants receiving 1:1 support. While this has reduced overall capacity, it ensures we meet the needs of those requiring intensive intervention.

Several students achieved formal qualifications, including:

- Gateway Level 1 Award in Skills for Construction (6 credits)
- Gateway Level 1 Improving Own Learning and Performance (3 credits)
- Gateway Level 1 Award in Progression (3+ credits)

In addition, all students gained valuable personal, social, and practical life skills.

We have welcomed new referrers and continue to broaden our activity range to ensure more disadvantaged young people can engage in meaningful learning. These achievements are a testament to the dedication of our staff, management team, and trustees, as well as the generosity of our funders.

FINANCIAL REVIEW

Principal funding sources

We record our appreciation and gratitude to the following organisations that provide funding to support the work of ProgressAbility.Org during the last financial year:

Blunham Angling Club
The Harpur Trust
The Grace Trust
Garfield Weston
Frank Litchfield Charitable Trust
W.O Street Trust
Wixham Tree Trust
St Johns Hospital Trust
Goodmans Foundation
The Harmead Trust
The Rowen Trust
The Mrs Yvonne Flux Charitable Trust
The Blunt Trust
The Valiant Charitable Trust
NiNeveh Trust
Rosmarinus Charitable Trust
Souter Charitable Trust
Simon Gibson Charitable Trust
The John and Ruth Howard Trust
The Woodroffe Benton Foundation
Frank Branston Charitable Trust
Marks Trust

Reserves policy

The trustees maintain reserves at a level sufficient to cover potential losses or reductions in long-term income. The current reserves target is £60,000, covering staff salaries and short-term overheads. In addition, we hold a £20,000 overdraft facility with NatWest Bank for temporary cash flow needs.

Total funds at the end of the year amounted to £119,647 (2024: £67,200 restated) of which £111,816 (2024: £64,890) is unrestricted and £7,831 (2024: £2,310) is restricted. Of the £111,816 (2024: £64,890) unrestricted funds £13,278 (2024: £27,232) would only be realisable on the disposal of tangible fixed assets at their current net book value.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2025**

FINANCIAL REVIEW

Going concern

Uncertainties remain regarding the availability of grant funding and referral income. Referrals are often confirmed late in the academic year, creating short-term uncertainty.

Mitigation includes:

- A dedicated fundraiser targeting new grants.
- Strong, adaptable relationships with referrers.
- Ongoing marketing to attract new partners.
- Expanded geographical reach and new

Given the high number of referrals already received for September 2025, the trustees are confident the charity remains a going concern.

FUTURE PLANS

Our vision is to maintain a sustainable, adaptable project recognised as a leader in transforming young lives.

Priorities include:

- Consolidating and enhancing the quality of our current programmes.
- Expanding student numbers through existing and new referrers.
- Recruiting additional coaching staff.
- Developing new courses to meet emerging needs.
- Enhancing our newly leased lake, creating a diverse outdoor learning environment in partnership with staff, students, and the community.
- All new initiatives will be carefully evaluated to ensure they complement existing activities and do not divert resources from our core charitable objectives.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment, appointment and induction of new trustees

The charity requires a minimum of three trustees, who retire by rotation every three years (subject to quorum).

Trustees may be re-elected or newly appointed by majority vote at trustee meetings.

Recruitment is carried out through community voluntary services, word of mouth, and trustee recommendations.

New trustees receive an induction pack, briefing on roles and responsibilities, and must confirm their eligibility annually at the AGM.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity's operations are controlled from, and its records and accounts maintained in, its office in Barkers Lane, Bedford.

The trustees hold monthly working meetings as well as the formal quarterly meetings to consider all aspects of the charity's activities and to monitor progress against the charity's plans. Trustees also ensure that required policies and procedures are in place. The operational and financial risks and uncertainties are regularly reviewed and updated at these meetings together with strategies for managing them. Pay awards for all staff, including the management team, are reviewed on an annual basis.

The trustees delegate day to day running of the charity to a management team, comprising of a full time Operations Manager and a Part time HR and Safeguarding Manager. The charity outsources maintenance of its IT infrastructure to JustComputers in Kempston.

The Operations Manager reports weekly to the trustees keeping them up to date with current activities and issues occurring.

Monthly management meetings are held to co-ordinate the day to day activities of the charity. These are attended by the Chair of Trustees and the Officers. Activities are delivered by qualified coaches under the supervision of the Project Manager and the Coaches Team Leader. Annual workshops are held with advisers and staff to consider the future direction, priorities and actions to develop the work of the charity. Three training days are held per year, attended by all staff, with trustees and advisers invited to attend.

The trustees have established an Education Committee, including the main referrers that we work with, to advise the trustees and staff on the educational needs of the young people we work with and future developments. This meets regularly every term and is providing valuable input to trustees decisions on the future direction and priorities of the charity.

Risk management

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Risk assessments are in place for all activities delivered by the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07678748 (England and Wales)

Registered Charity number

1142732

Registered office

129A Barkers Lane
Bedford
MK41 9RX

Trustees

B C Burke
J Allen
P Layton
M Boness
S Crosbie

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2025**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner
Catherine Brown FCA
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

Bankers
National Westminster Bank
81 High Street
Bedford
MK40 1ND

Operations Manager
Graham Wilson

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 24 April 2026 and signed on its behalf by:

B C Burke - Trustee

A handwritten signature in dark ink, appearing to read 'B C Burke', is written over a light blue horizontal line.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PROGRESSABILITY.ORG**

Independent examiner's report to the trustees of Progressability.Org ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.



Catherine Brown FCA
The Institute of Chartered Accountants in England and Wales

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

24 April 2026

PROGRESSABILITY.ORG

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

		Unrestricted funds	Restricted funds	31.8.25 Total funds	31.8.24 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	35,330	-	35,330	15,914
Charitable activities	4				
Skills development		454,988	72,750	527,738	416,636
Investment income	3	1,189	-	1,189	444
Total		<u>491,507</u>	<u>72,750</u>	<u>564,257</u>	<u>432,994</u>
EXPENDITURE ON					
Raising funds		22,809	-	22,809	4,052
Charitable activities	5				
Skills development		421,772	67,229	489,001	440,631
Total		<u>444,581</u>	<u>67,229</u>	<u>511,810</u>	<u>444,683</u>
NET INCOME/(EXPENDITURE)		46,926	5,521	52,447	(11,689)
RECONCILIATION OF FUNDS					
Total funds brought forward					
As previously reported		70,832	2,310	73,142	72,977
Prior year adjustment	11	(5,942)	-	(5,942)	5,912
As restated		<u>64,890</u>	<u>2,310</u>	<u>67,200</u>	<u>78,889</u>
TOTAL FUNDS CARRIED FORWARD		<u>111,816</u>	<u>7,831</u>	<u>119,647</u>	<u>67,200</u>

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2025

	Notes	Unrestricted funds £	Restricted funds £	31.8.25 Total funds £	31.8.24 Total funds as restated £
FIXED ASSETS					
Tangible assets	12	13,278	-	13,278	27,232
CURRENT ASSETS					
Debtors	13	7,451	-	7,451	7,478
Cash at bank and in hand		110,894	7,831	118,725	45,671
		<u>118,345</u>	<u>7,831</u>	<u>126,176</u>	<u>53,149</u>
CREDITORS					
Amounts falling due within one year	14	(19,807)	-	(19,807)	(13,181)
NET CURRENT ASSETS		<u>98,538</u>	<u>7,831</u>	<u>106,369</u>	<u>39,968</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>111,816</u>	<u>7,831</u>	<u>119,647</u>	<u>67,200</u>
NET ASSETS		<u>111,816</u>	<u>7,831</u>	<u>119,647</u>	<u>67,200</u>
FUNDS	15				
Unrestricted funds				111,816	64,890
Restricted funds				7,831	2,310
TOTAL FUNDS				<u>119,647</u>	<u>67,200</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

The notes form part of these financial statements

BALANCE SHEET - continued
31 AUGUST 2025

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

The financial statements were approved by the Board of Trustees and authorised for issue on 24 April 2026 and were signed on its behalf by:

B C Burke - Trustee

A handwritten signature in dark ink, appearing to read 'B C Burke', written in a cursive style.

The notes form part of these financial statements

PROGRESSABILITY.ORG

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025**

		31.8.25	31.8.24 as restated
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	1	73,712	(4,286)
Net cash provided by/(used in) operating activities		73,712	(4,286)
Cash flows from investing activities			
Purchase of tangible fixed assets		(658)	(11,063)
Net cash used in investing activities		(658)	(11,063)
Change in cash and cash equivalents in the reporting period		73,054	(15,349)
Cash and cash equivalents at the beginning of the reporting period		45,671	61,020
Cash and cash equivalents at the end of the reporting period		118,725	45,671

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES		
	31.8.25	31.8.24 as restated
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	52,447	(11,689)
Adjustments for:		
Depreciation charges	14,612	14,005
Decrease in debtors	27	2,742
Increase/(decrease) in creditors	6,626	(9,344)
Net cash provided by/(used in) operations	<u>73,712</u>	<u>(4,286)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.24 £	Cash flow £	At 31.8.25 £
Net cash			
Cash at bank and in hand	45,671	73,054	118,725
	<u>45,671</u>	<u>73,054</u>	<u>118,725</u>
Total	<u>45,671</u>	<u>73,054</u>	<u>118,725</u>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Whilst the nature of operations gives rise to material uncertainties regarding funding from one academic year to the next and continued grant funding the trustees believe they have adopted strategies to mitigate these uncertainties. The financial statements are therefore prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

General Information

The charity is a private limited company (incorporated in England and Wales) limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office in 129A Barkers Lane, Bedford.

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing.

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Where grants are payable in more than one year income is only recognised in the year to which it relates. If entitlement is not met then these amounts are deferred.

Grants received from both central and local government are recognised at fair value on an accrual model once entitlement has been established.

Income from sessional fees is recognised when the responsibility to provide those sessions has been fulfilled.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost
Plant and machinery	- 25% on cost
Motor vehicles	- 25% on cost

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Assets whose purchase costs exceeds £250 are capitalised which includes those bought for specific projects. Where assets are acquired with grant funding they are depreciated on a straight line basis over the same period as the grant monies cover.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company makes contributions to employees' defined contribution pension plans. These are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods and services

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Judgements

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

2. DONATIONS AND LEGACIES

	31.8.25	31.8.24 as restated
	£	£
Donations	2,151	2,364
Grants	33,179	13,550
	<u>35,330</u>	<u>15,914</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

3. INVESTMENT INCOME

	31.8.25	31.8.24 as restated
	£	£
Bank interest received	<u>1,189</u>	<u>444</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.8.25	31.8.24 as restated
		£	£
Course and session fees	Skills development	454,988	413,056
Grants for specific educational projects	Skills development	<u>72,750</u>	<u>3,580</u>
		<u>527,738</u>	<u>416,636</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Skills development	<u>485,136</u>	<u>3,865</u>	<u>489,001</u>

6. SUPPORT COSTS

	Governance costs £
Skills development	<u>3,865</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.25	31.8.24 as restated
	£	£
Independent Examiner's fee	1,200	1,200
Independent Examiner's other	2,665	2,625
Depreciation - owned assets	14,612	14,005
Other operating leases	3,260	3,853
Payments to defined contribution pension schemes	<u>11,941</u>	<u>10,451</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2025 nor for the year ended 31 August 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2025 nor for the year ended 31 August 2024.

9. STAFF COSTS

	31.8.25	31.8.24 as restated
	£	£
Wages and salaries	329,959	299,844
Social security costs	23,389	21,144
Other pension costs	11,941	10,451
	<u>365,289</u>	<u>331,439</u>

The average monthly number of employees during the year was as follows:

	31.8.25	31.8.24 as restated
Angling4Success	10	10
Administration	3	3
	<u>13</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

In the year to 31 August 2024 the above costs are net of a total of £8,119 which has been capitalised in that year. A split of the costs are as follows:

Wages and salaries	£6,834
Social security costs	£943
Other pension costs	£342

Total remuneration paid to key management for the year ended 31 August 2025 amounted to £67,631 (2024:£98,505).

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds as restated £
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,914	-	15,914
Charitable activities			
Skills development	413,056	3,580	416,636
Investment income	444	-	444
Total	<u>429,414</u>	<u>3,580</u>	<u>432,994</u>
EXPENDITURE ON			
Raising funds	4,052	-	4,052
Charitable activities			
Skills development	436,166	4,465	440,631
Total	<u>440,218</u>	<u>4,465</u>	<u>444,683</u>
NET INCOME/(EXPENDITURE)			
Transfers between funds	(10,804) 1,585	(885) (1,585)	(11,689) -
Net movement in funds	(9,219)	(2,470)	(11,689)
RECONCILIATION OF FUNDS			
Total funds brought forward			
As previously reported	68,197	4,780	72,977
Prior year adjustment	5,912	-	5,912
As restated	<u>74,109</u>	<u>4,780</u>	<u>78,889</u>
TOTAL FUNDS CARRIED FORWARD	<u>64,890</u>	<u>2,310</u>	<u>67,200</u>

11. PRIOR YEAR ADJUSTMENT

An error was made when preparing the financial statements for the year ended 31 August 2021 which meant that rent was overstated by £5,912 and prepayments were understated by this same amount. The impact of this error meant that unrestricted reserves and prepayments were understated by £5,912 for the financial years ending 31 August 2021, 2022 and 2023.

The prepayment should have crystallised in the year ending 31 August 2024 but the failure to make this adjustment resulted in the rent charged for the period being understated by this amount. A further error was made in 2024 meaning that rent was understated by a further £5,942 and prepayments were overstated by this same amount.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

12. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 September 2024	39,741	23,883	69,885	133,509
Additions	-	658	-	658
At 31 August 2025	39,741	24,541	69,885	134,167
DEPRECIATION				
At 1 September 2024	30,439	16,057	59,781	106,277
Charge for year	2,266	3,867	8,479	14,612
At 31 August 2025	32,705	19,924	68,260	120,889
NET BOOK VALUE				
At 31 August 2025	7,036	4,617	1,625	13,278
At 31 August 2024	9,302	7,826	10,104	27,232

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.25	31.8.24 as restated
	£	£
Trade debtors	-	231
Other debtors	1,000	1,000
Prepayments	6,451	6,247
	7,451	7,478

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.25	31.8.24 as restated
	£	£
Trade creditors	5,662	2,636
Social security and other taxes	7,076	4,448
Other creditors	2,848	2,426
Accrued expenses	4,221	3,671
	19,807	13,181

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

15. MOVEMENT IN FUNDS

	At 1.9.24 £	Prior year adjustment £	Net movement in funds £	At 31.8.25 £
Unrestricted funds				
General fund	70,832	(5,942)	46,926	111,816
Restricted funds				
Asset purchase and maintenance	108	-	-	108
PPE Equipment	2,202	-	(1,359)	843
Lake project	-	-	6,880	6,880
	<u>2,310</u>	<u>-</u>	<u>5,521</u>	<u>7,831</u>
TOTAL FUNDS	<u>73,142</u>	<u>(5,942)</u>	<u>52,447</u>	<u>119,647</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	491,507	(444,581)	46,926
Restricted funds			
PPE Equipment	-	(1,359)	(1,359)
Positive steps programme	61,000	(61,000)	-
Lake project	11,750	(4,870)	6,880
	<u>72,750</u>	<u>(67,229)</u>	<u>5,521</u>
TOTAL FUNDS	<u>564,257</u>	<u>(511,810)</u>	<u>52,447</u>

Comparatives for movement in funds

	At 1.9.23 £	Prior year adjustment £	Net movement in funds £	Transfers between funds £	At 31.8.24 £
Unrestricted funds					
General fund	68,197	5,912	(10,804)	1,585	64,890
Restricted funds					
Asset purchase and maintenance	1,973	-	(280)	(1,585)	108
PPE Equipment	2,807	-	(605)	-	2,202
	<u>4,780</u>	<u>-</u>	<u>(885)</u>	<u>(1,585)</u>	<u>2,310</u>
TOTAL FUNDS	<u>72,977</u>	<u>5,912</u>	<u>(11,689)</u>	<u>-</u>	<u>67,200</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2025

15. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	429,414	(440,218)	(10,804)
Restricted funds			
Asset purchase and maintenance	-	(280)	(280)
PPE Equipment	250	(855)	(605)
Positive steps programme	3,330	(3,330)	-
	<u>3,580</u>	<u>(4,465)</u>	<u>(885)</u>
TOTAL FUNDS	<u>432,994</u>	<u>(444,683)</u>	<u>(11,689)</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2025.

Accounts

REGISTERED COMPANY NUMBER: 07678748 (England and Wales)
REGISTERED CHARITY NUMBER: 1142732

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024
FOR
PROGRESSABILITY.ORG

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2024. The trustees have adopted the provisions of 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

Objectives and aims

ProgressAbility.org (also known as A4S) was launched in September 2011. The main activity of the charity is running the A4S project, which offers outdoor skills development activities to fulfil the charitable objects of ProgressAbility.org, which are:

- To facilitate training, mentoring, and counselling for individuals of all ages and backgrounds, including current and future leaders, both within the UK and internationally. The aim is to support their growth into mature individuals who contribute positively to society, grounded in strong moral values.
- To enhance the availability of sports and leisure facilities for individuals in urban and rural communities who require such support due to their social and economic circumstances, thereby promoting health and wellbeing within a framework of solid moral principles.

Progressability.org is committed to transforming the lives of young people through tailored, positive learning experiences. Its mission is to help those who have faced challenges in various aspects of life academically, socially, or economically by fostering a sense of wellbeing and purpose that empowers them to pursue fulfilling lives.

The project achieves its goals by offering experiential learning activities designed to boost young people's self-esteem, confidence, skills, and qualifications, all of which are essential for their educational, transitional, or employment journeys.

In today's mainstream secondary education system, around 10-15% of young people consistently exhibit signs of underperformance. This disengaged demographic often becomes lost within the educational framework or may disengage to the extent of exclusion, leading to social marginalization. In such cases, Progressability.org strives to engage youngsters through personal, social, and educational skill development programs. The goal is to ignite a passion for learning and identify a constructive path towards further training, college, or employment.

Our ethos emphasizes the importance of providing experiential learning opportunities that cater to the strengths of young individuals aged 8-18, particularly those struggling within traditional classroom environments. Outdoor learning offers a reprieve from classroom pressures, allowing these youth to escape peer influences that may lead to negative behaviours. We have successfully supported students who find it challenging to distance themselves from destructive peer groups, where academic achievement is often viewed unfavourably.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

OBJECTIVES AND ACTIVITIES

Significant activities

During the academic term, we collaborate with young people referred from schools, complementary education centres and social services. Each term time session typically lasts six hours and includes transportation to and from the sessions in our dedicated vehicles. These sessions are led by qualified coaches on a 1:1 or 1:2 basis, tailored to meet the individual needs of each student. Coaches provide daily reports on participants' progress and any challenges encountered. Personal Development Reviews (PDR's) are conducted to track advancement formally and identify specific areas requiring additional focus, providing valuable insights for referrers and stakeholders.

In the school holidays, we organize engaging skills workshops and fun activities. Our holiday programming includes a variety of options such as taster sessions, small group gatherings, and family-oriented events.

Students can participate in a wide array of activities, including but not limited to angling, estate maintenance, aquarium maintenance, cooking, arts and crafts, nature walks, carpentry, financial budgeting, healthy living, and employability skills development. We also emphasize teaching essential life skills to prepare students for adulthood.

ProgressAbility.Org is an accredited Gateway Qualification centre, offering credentials that enable students to advance in their educational journeys or enter the workforce or apprenticeship programs. Our qualifications span a range of Gateway programs offered over the duration of several weeks to an academic year.

General Qualifications

Gateway Qualifications, Level E3, Awards in Preparation for Employment (QCF) (6 credits) or Certificate in Preparation for Employment (15 credits).

Gateway Qualifications, Level 1, Improving Own Learning and Performance (QCF) (2 credits) Various units of the qualification below can be chosen by the student plus a selection of mandatory units.

Gateway Qualifications, Level 1, Award in Peer Mentoring (QCF) (4 credits)

Gateway Qualifications, Level E3, Award in Progression (3+ credits) or Certificate in progression (QCF) (15+credits)

Gateway Qualifications, Level 1, Award in progression (10-15 credits) (6+ credits) or Certificate in Progression (QCF) (25-30 sessions) (21+ credits)

Gateway Qualifications, Level 1, Certificate in Employability Skills (QCF) (13+ credits)

Angling

Gateway Qualifications, Level E3, Award in Progression (QCF) (6 credits).

This comprises of 2 units: The Angling Environmental (3 credits) and Developing Angling Skills (3 credits)

Aquarium Systems

OTA Certificate (Ornamental Aquatics Trade Association) units include: Water quality, Filtration, Fish biology and Fish health.

OTA Advanced Diploma (Ornamental Aquatics Trade Association) (City and Guilds)

Arts and Crafts

Gateway Qualification, Level 1, Award in Skills for Art and Design (Arts and Crafts) (7 credits)

Indoor and Outdoor cooking

Gateway Qualification, Level E3, Basic Cooking (QCF) (2 credits)

Carpentry

Gateway Qualification, Level 1, Award in Skills for Construction (QCF) (6 credits)

These qualifications aid students' progression, reinforcing our commitment to transforming their futures through education and personal development.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees have regard to Charity Commission guidance on public benefit in section 4 of the Charities Act.

ACHIEVEMENT AND PERFORMANCE

This year, our total number of individual sessions rose to 1863 from 1428 which supported 74 young people. This figure shows the continued growth and journey that Progressability.org is on as well as the demand for service such as our into the local community.

We continue to collaborate with numerous referrers but are placing a stronger emphasis on supporting students with more complex needs. Consequently, we have been providing one-on-one support to a greater number of students due to their specific requirements, with approximately 90% of our students receiving individualized attention. This focus on personalized support has understandably limited the overall number of students we can assist.

Several students concluded the year by achieving various qualifications, including:

- Gateway Qualification, Level 1, Award in Skills for Construction (QCF) (6 credits)
- Gateway Qualifications, Level 1, Improving Own Learning and Performance (3 credits)
- Gateway Qualifications, Level 1, Award in Progression (3+ credits)

In addition to these qualifications, all attendees gained valuable personal and practical life skills that will support their future goals.

We continue to welcome new referrers, further expanding our reach. Our aim is to broaden the range of activities we offer so that more disadvantaged children and young people can engage in learning aligned

These achievements are a testament to the hard work, dedication, and expertise of our management team and staff, as well as the generous support from our funders. We extend our gratitude to all team members, acknowledging the contributions of those who have departed while welcoming new additions. We continue to fortify the organization's capacity and sustainability through the recruitment and development of staff.

FINANCIAL REVIEW

Principal funding sources

We record our appreciation and gratitude to the following organisations that provide funding to support the work of ProgressAbility.Org during the last financial year:

Rosmarinus Charitable trust
The Blunt Trust
Souter Charitable trust
Nichol-Young Foundation
The Joan Wilkinson Charitable trust
Maud Elkington Charitable Trust
R S Brownless Trust
Marks Trust
The Sydney Black Charitable Trust
Alchemy Foundation
Blunham Angling Club
The Neighbourly Charitable Trust
The squire Patton
Gale Family Trust

Reserves policy

The Trustees are committed to maintaining reserves at a level that can sufficiently cover potential losses or declines in long-term charity income, with a review conducted at least annually. Currently, this reserve is set at £55,000 to cover staff salaries and short-term overheads. We also have a £20,000 bank overdraft facility from NatWest Bank to manage any temporary cash flow deficits.

Total funds at the end of the year amounted to £73,142 (2023: £72,977) of which £70,832 (2023: £68,197) is unrestricted and £2,310 (2023 £4,780) is restricted. Of the £70,832 (2023: £68,197) unrestricted funds £ 27,232 (2023: £30,174) would only be realisable on the disposal of tangible fixed assets at their current net book value.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

FINANCIAL REVIEW

Going concern

The Trustees have indicated an uncertainty around the amount of grants that will be available and received during the next financial year. We continue to address this uncertainty by having a dedicated fundraiser who will target grants depending on the need of the charity at the time. This has proven successful in previous years and although uncertain we are confident that the funds will again be available to mainstream charities.

Material uncertainties continue to exist around ongoing referral income. Services for September are not confirmed until late in the academic year (June - July) or even the beginning of the new one (September), creating this uncertainty. We continue to mitigate this by ensuring that our relationships with our key referrers stays strong and adaptable to their student's needs. We have a marketing plan in place to attract potential new referrers which continues to be successful. Our fundraising activities continue to target areas where we require support either for new projects or to maintain existing ones. We also continue to diversify and adapt our project taking on board both student and referrer feedback. We have increased our geographical area allowing us to offer our services to student that would normally be out of reach for our coaches. We have also incorporated a Positive steps programme, designed for female students, to help us reach this area of the community. These areas, linked with the ever-increasing demand for alternative provisions, like ours, for students, and an increased coaching staff level, helps us to be confident that this will not impact us over the next financial year.

As of September 2024 we had again received a high number of referrals and are fully operational supporting the local community as well as students from further afield.

The trustees are therefore confident that strategies are in place to justify their opinion that the charity is able to continue as a going concern.

FUTURE PLANS

Our vision for A4S is to maintain a robust, sustainable, and adaptable project that is recognised as a leading provider in transforming the lives of young individuals. We aim to empower them with confidence, skills, and hope through enriching experiences and positive role models.

Our strategy focuses on achieving steady, incremental growth built on the solid foundations we have established and our unique approach. We prioritize dedicating our resources, both time and funding toward preserving the quality of our current offerings and supporting our dedicated staff.

We have also recently obtained our own lake on a rental agreement. We plan to enhance this area to enable us to offer further support to our students. This will be an ongoing project and utilise our staff, students and the community to make it a diverse and inviting addition to Progressability.

Our growth strategy will primarily rely on increasing the number of students from our existing referring partners and extending our range of courses to new referrers. Additionally, we plan to increase our coaching staff in the upcoming financial year. We will also develop new courses through the gradual enhancement of our existing offerings. While we welcome new opportunities that complement our current activities or help us optimize our overheads, any initiatives pursued will be carefully evaluated to ensure they do not divert time or funds from our established charity, thus minimizing potential risks.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment, appointment and induction of new trustees

The charity requires a minimum number of three trustees who are required to retire by rotation every three years subject to the quorum being retained. Trustees can be re-elected, and new trustees appointed, at trustee meetings based on the majority vote of all trustees present. We advertise for new trustees using local community voluntary service as well as word of mouth and recommendations of an existing trustee. New trustees are provided with a trustee induction pack and a briefing on their specific roles and responsibilities as trustees. Trustees confirm and sign a form on trustee eligibility annually at the AGM.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity's operations are controlled from, and its records and accounts maintained in, its office in Barkers Lane, Bedford.

The trustees hold monthly working meetings as well as the formal quarterly meetings to consider all aspects of the charity's activities and to monitor progress against the charity's plans. Trustees also ensure that required policies and procedures are in place.

The trustees delegate day to day running of the charity to a management team, comprising of a full time Operations Manager, a full time Project and Coach Support Manager and a Part time HR and Safeguarding Manager. The charity outsources maintenance of its IT infrastructure to JustComputers in Kempston.

The Operations Manager reports weekly to the trustees keeping them up to date with current activities and issues occurring.

Monthly management meetings are held to co-ordinate the day to day activities of the charity. These are attended by the Chair of Trustees and the Officers. Activities are delivered by qualified coaches under the supervision of the Project Manager and the Coaches Team Leader. Annual workshops are held with advisers and staff to consider the future direction, priorities and actions to develop the work of the charity. Three training days are held per year, attended by all staff, with trustees and advisers invited to attend.

The trustees have established an Education Committee, including the main referrers that we work with, to advise the trustees and staff on the educational needs of the young people we work with and future developments. This meets regularly every term and is providing valuable input to trustees decisions on the future direction and priorities of the charity.

Risk management

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Risk assessments are in place for all activities delivered by the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07678748 (England and Wales)

Registered Charity number
1142732

Registered office
129A Barkers Lane
Bedford
MK41 9RX

Trustees
B C Burke
J Allen
C E Matthews (resigned 23.1.24)
P Layton
M Boness
S Crosbie

Independent Examiner
Catherine Brown FCA
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

National Westminster Bank
81 High Street
Bedford
MK40 1ND

Operations Manager

Graham Wilson

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 21 May 2025 and signed on its behalf by:

B C Burke - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PROGRESSABILITY.ORG**

Independent examiner's report to the trustees of Progressability.Org ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.

Catherine Brown FCA
The Institute of Chartered Accountants in England and Wales

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

21 May 2025

PROGRESSABILITY.ORG

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds £	31.8.24 Total funds £	31.8.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	15,914	-	15,914	28,010
Charitable activities	4				
Skills development		413,056	3,580	416,636	343,526
Investment income	3	444	-	444	316
Other income	5	-	-	-	400
Total		<u>429,414</u>	<u>3,580</u>	<u>432,994</u>	<u>372,252</u>
EXPENDITURE ON					
Raising funds		4,052	-	4,052	8,999
Charitable activities	6				
Skills development		424,312	4,465	428,777	385,002
Total		<u>428,364</u>	<u>4,465</u>	<u>432,829</u>	<u>394,001</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	15	1,050	(885)	165	(21,749)
		<u>1,585</u>	<u>(1,585)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>2,635</u>	<u>(2,470)</u>	<u>165</u>	<u>(21,749)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		68,197	4,780	72,977	94,726
TOTAL FUNDS CARRIED FORWARD		<u>70,832</u>	<u>2,310</u>	<u>73,142</u>	<u>72,977</u>

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds £	31.8.24 Total funds £	31.8.23 Total funds £
FIXED ASSETS					
Tangible assets	12	27,232	-	27,232	30,174
CURRENT ASSETS					
Debtors	13	13,420	-	13,420	4,308
Cash at bank and in hand		43,361	2,310	45,671	61,020
		<u>56,781</u>	<u>2,310</u>	<u>59,091</u>	<u>65,328</u>
CREDITORS					
Amounts falling due within one year	14	(13,181)	-	(13,181)	(22,525)
NET CURRENT ASSETS		<u>43,600</u>	<u>2,310</u>	<u>45,910</u>	<u>42,803</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>70,832</u>	<u>2,310</u>	<u>73,142</u>	<u>72,977</u>
NET ASSETS		<u>70,832</u>	<u>2,310</u>	<u>73,142</u>	<u>72,977</u>
FUNDS	15				
Unrestricted funds				70,832	68,197
Restricted funds				2,310	4,780
TOTAL FUNDS				<u>73,142</u>	<u>72,977</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 21 May 2025 and were signed on its behalf by:

B C Burke - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Whilst the nature of operations gives rise to material uncertainties regarding funding from one academic year to the next and continued grant funding the trustees believe they have adopted strategies to mitigate these uncertainties. The financial statements are therefore prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

General information

The charity is a private limited company (incorporated in England and Wales) limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office in 129A Barkers Lane, Bedford.

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing.

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Where grants are payable in more than one year income is only recognised in the year to which it relates. If entitlement is not met then these amounts are deferred.

Grants received from both central and local government are recognised at fair value on an accrual model once entitlement has been established.

Income from sessional fees is recognised when the responsibility to provide those sessions has been fulfilled.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost
Plant and machinery	- 25% on cost
Motor vehicles	- 25% on cost

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Assets whose purchase costs exceeds £250 are capitalised which includes those bought for specific projects. Where assets are acquired with grant funding they are depreciated on a straight line basis over the same period as the grant monies cover.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company makes contributions to employees' defined contribution pension plans. These are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods and services

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Judgements

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

2. DONATIONS AND LEGACIES

	31.8.24	31.8.23
	£	£
Donations	2,364	2,826
Grants	13,550	25,184
	<u>15,914</u>	<u>28,010</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

3. INVESTMENT INCOME

	31.8.24	31.8.23
	£	£
Bank interest received	<u>444</u>	<u>316</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.8.24	31.8.23
		£	£
Course and session fees	Skills development	413,056	312,076
Grants for specific educational projects	Skills development	<u>3,580</u>	<u>31,450</u>
		<u>416,636</u>	<u>343,526</u>

5. OTHER INCOME

	31.8.24	31.8.23
	£	£
Gain on sale of tangible fixed assets	<u>-</u>	<u>400</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 7)	Totals
	£	£	£
Skills development	<u>424,952</u>	<u>3,825</u>	<u>428,777</u>

7. SUPPORT COSTS

	Governance costs
	£
Skills development	<u>3,825</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.24	31.8.23
	£	£
Independent Examiner's fee	1,200	1,200
Independent Examiner's other	2,625	2,444
Depreciation - owned assets	14,005	19,294
Other operating leases	3,853	3,260
Surplus on disposal of fixed assets	-	(400)
Payments to defined contribution pension schemes	<u>10,451</u>	<u>8,632</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2024 nor for the year ended 31 August 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2024 nor for the year ended 31 August 2023.

10. STAFF COSTS

	31.8.24	31.8.23
	£	£
Wages and salaries	299,844	255,765
Social security costs	21,144	16,816
Other pension costs	10,451	8,632
	<u>331,439</u>	<u>281,213</u>

The average monthly number of employees during the year was as follows:

	31.8.24	31.8.23
Angling4Success	10	10
Administration	3	3
	<u>13</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

In the year to 31 August 2024 the above costs are net of a total of £8,119 (2023: Nil) which has been capitalised. See Note 12 for further details. A split of the costs are as follows:

Wages and salaries	£6,834
Social security costs	£943
Other pension costs	£342

Total remuneration paid to key management for the year ended 31 August 2024 amounted to £98,505 (2023 £86,920).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	28,010	-	28,010
Charitable activities			
Skills development	312,076	31,450	343,526
Investment income	316	-	316
Other income	400	-	400
Total	<u>340,802</u>	<u>31,450</u>	<u>372,252</u>
EXPENDITURE ON			

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Raising funds	8,999	-	8,999
Charitable activities			
Skills development	315,893	69,109	385,002
Total	324,892	69,109	394,001
NET INCOME/(EXPENDITURE)	15,910	(37,659)	(21,749)
Transfers between funds	11,507	(11,507)	-
Net movement in funds	27,417	(49,166)	(21,749)
RECONCILIATION OF FUNDS			
Total funds brought forward	40,780	53,946	94,726
TOTAL FUNDS CARRIED FORWARD	68,197	4,780	72,977

12. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 September 2023	30,677	21,884	69,885	122,446
Additions	9,064	1,999	-	11,063
At 31 August 2024	39,741	23,883	69,885	133,509
DEPRECIATION				
At 1 September 2023	28,463	12,506	51,303	92,272
Charge for year	1,976	3,551	8,478	14,005
At 31 August 2024	30,439	16,057	59,781	106,277
NET BOOK VALUE				
At 31 August 2024	9,302	7,826	10,104	27,232
At 31 August 2023	2,214	9,378	18,582	30,174

During the summer we were able to further enhance the Progressability.org building and outside lake area. The building was subject to some internal changes, meaning we were able to build a new classroom within it to further support students. The lake area that we rent was also enhanced to make it safe and amenable to our students, as well as getting it to a stage where in September they would be able to fully utilise the area. Both enhancements were only possible by completing the work ourselves and therefore capitalising the labour costs of the employees who worked on the projects. Both projects were completed in a timely manner ready for the new academic year.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.24	31.8.23
	£	£
Trade debtors	231	-
Other debtors	1,000	1,000
Prepayments	12,189	3,308
	<u>13,420</u>	<u>4,308</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.24	31.8.23
	£	£
Trade creditors	2,636	13,853
Social security and other taxes	4,448	3,240
Other creditors	2,426	1,532
Accrued expenses	3,671	3,900
	<u>13,181</u>	<u>22,525</u>

15. MOVEMENT IN FUNDS

	At 1.9.23	Net movement	Transfers	At
	£	in funds	between	31.8.24
		£	funds	£
Unrestricted funds				
General fund	68,197	1,050	1,585	70,832
Restricted funds				
Asset purchase and maintenance	1,973	(280)	(1,585)	108
PPE Equipment	2,807	(605)	-	2,202
	<u>4,780</u>	<u>(885)</u>	<u>(1,585)</u>	<u>2,310</u>
TOTAL FUNDS	<u>72,977</u>	<u>165</u>	<u>-</u>	<u>73,142</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	429,414	(428,364)	1,050
Restricted funds			
Asset purchase and maintenance	-	(280)	(280)
PPE Equipment	250	(855)	(605)
Positive steps programme	3,330	(3,330)	-
	<u>3,580</u>	<u>(4,465)</u>	<u>(885)</u>
TOTAL FUNDS	<u>432,994</u>	<u>(432,829)</u>	<u>165</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.22 £	Net movement in funds £	Transfers between funds £	At 31.8.23 £
Unrestricted funds				
General fund	40,780	15,910	11,507	68,197
Restricted funds				
Angling activities	3,949	4,571	(8,520)	-
Asset purchase and maintenance	5,000	(40)	(2,987)	1,973
Milton Keynes youth projects	33,544	(33,544)	-	-
PPE Equipment	3,015	(208)	-	2,807
Positive steps programme	8,438	(8,438)	-	-
	<u>53,946</u>	<u>(37,659)</u>	<u>(11,507)</u>	<u>4,780</u>
TOTAL FUNDS	<u>94,726</u>	<u>(21,749)</u>	<u>-</u>	<u>72,977</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	340,802	(324,892)	15,910
Restricted funds			
Angling activities	8,500	(3,929)	4,571
Asset purchase and maintenance	-	(40)	(40)
Milton Keynes youth projects	3,000	(36,544)	(33,544)
PPE Equipment	-	(208)	(208)
Positive steps programme	19,950	(28,388)	(8,438)
	<u>31,450</u>	<u>(69,109)</u>	<u>(37,659)</u>
TOTAL FUNDS	<u>372,252</u>	<u>(394,001)</u>	<u>(21,749)</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

Transfers between funds

The transfers from restricted funds to general funds are done when the conditions of the restricted grants have been met and/or there is no obligation to repay any surplus monies back.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2024**

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2024.

Accounts

REGISTERED COMPANY NUMBER: 07678748 (England and Wales)
REGISTERED CHARITY NUMBER: 1142732

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023
FOR
PROGRESSABILITY.ORG

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

**CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2023. The trustees have adopted the provisions of 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

Objectives and aims

ProgressAbility.org (also known as A4S) was launched in September 2011. The main activity of the charity is running the A4S project, which offers outdoor skills development activities to fulfil the charitable objects of ProgressAbility.org, which are:

To provide and assist in the provision of training, mentoring and counselling for those of all ages and backgrounds and current or future leaders within the UK and abroad and, in doing so, assist them in growing to full maturity as individuals and as members of society, within a framework of strong moral/British values.

To provide and assist in the provision of sports and other facilities and leisure time occupation of the inhabitants of urban and rural areas within the UK and abroad who have need of such facilities by reason of their social and economic circumstances and for the advancement of health and wellbeing, within a framework of strong moral/British values.

The aim of A4S is to change the lives of young people through positive personalised learning experiences - "to help transform and improve the lives of young people who are struggling, or have struggled in life so far, whether it be academically, socially or economically. We aim to promote a sense of well being and purpose, so they feel they are better equipped to progress, move on and start to lead a fulfilling life." (Mission Statement in the Staff Handbook).

The project achieves this by providing experiential learning activities that engage and inspire young people to build their self-esteem, confidence, skills and qualifications to make progress in education, training or employment.

Within the framework of today's mainstream, secondary education system, a recurring pattern of under-performance consistently manifests itself amongst 10-15% of young people. In such situations, this disengaged and disaffected group can get lost in the system or can disengage to the point of exclusion and result in social marginalisation. In these circumstances and for primary school aged children, the ethos of A4S remains to try and find a way of engaging young people using personal, social and educational skills development programmes. The aim is to find a spark from which to re-ignite a passion in learning and in finding a positive progression route to training, college or work.

Our ethos strongly advocates the need for a parallel provision of experiential learning activities that play direct to the strengths of those young people aged 8 - 18, who are experiencing difficulties achieving in the traditional classroom setting. These young people may better achieve their potential for learning by using our purpose built centre and by utilising the outdoors. Learning in these settings can lessen the immediate pressure of the classroom for those young people who are experiencing difficulties and can also take them away from peer pressure that might be taking them towards negative behaviours. We have often worked with gifted young individuals who find themselves unable to pull away from a (self)-destructive peer group, within which achieving and succeeding are considered uncool.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

OBJECTIVES AND ACTIVITIES

Significant activities

In term time we work with young people referred from schools and complementary education centres, as well as social services. The term-time sessions are typically 6 hours, including the collection and return of the student in one of our vehicles, and are run by qualified and experienced coaches on a 1:1 or 1:2 bases and customised to the needs of each individual. Coaches write daily reports on each student containing information on their work, progress and any issues. We perform personal development Reviews for all students to monitor their progress more formally and help identify further specific needs to work with them on. These are both extremely valuable to referrers and others involved with the young people.

In school holiday time we run more 'fun' skills and techniques based activity sessions. The holiday activities include a range of events; taster session; days for small groups and family days

The activities available to students include, but are not restricted to, Angling, Estate Maintenance, Aquarium Maintenance, Cooking, Arts and Crafts, Nature Activities and walks, Carpentry skills, Budgeting and Finance, Healthy living and Employability skills. We also support students in learning life skills to prepare them for adulthood.

ProgressAbility.Org is accredited as a Gateway Qualification centre and offers accredited qualifications to students which enable them to progress within school or colleges or into employment or apprenticeships. The qualifications we run include a wide range of different Gateway qualifications, run over a few weeks to an academic year.

General Qualifications

Gateway Qualifications, Level E3, Awards in Preparation for Employment (QCF) (6 credits) or Certificate in Preparation for Employment (15 credits).

Gateway Qualifications, Level 1, Improving Own Learning and Performance (QCF) (2 credits)

Various units of the qualification below can be chosen by the student plus a selection of mandatory units.

Gateway Qualifications, Level 1, Award in Peer Mentoring (QCF) (4 credits)

Gateway Qualifications, Level E3, Award in Progression (3+ credits) or Certificate in Progression (QCF) (15+ credits)

Gateway Qualifications, Level 1, Award in Progression (10-15 credits) (6+ credits) or Certificate in Progression (QCF) (25-30 sessions) (21+ credits)

Gateway Qualifications, Level 1, Certificate in Employability Skills (QCF) (13+ credits)

Gateway Qualifications, Level 2, Award in Health and Care (9 credits)

Angling

Gateway Qualifications, Level E3, Award in Progression (QCF) (6 credits).

This comprises of 2 units: The Angling Environmental (3 credits) and Developing Angling Skills (3 credits)

Aquarium Systems

OTA Certificate (Ornamental Aquatics Trade Association) units include: Water quality, Filtration, Fish biology and Fish health.

OTA Advanced Diploma (Ornamental Aquatics Trade Association) (City and Guilds)

Arts and Crafts

Gateway Qualification, Level 1, Award in Skills for Art and Design (Arts and Crafts) (7 credits)

Indoor and Outdoor cooking

Gateway Qualification, Level E3, Basic Cooking (QCF) (2 credits)

Carpentry

Gateway Qualification, Level 1, Award in Skills for Construction (QCF) (6 credits)

Public benefit

The trustees have regard to Charity Commission guidance on public benefit in section 4 of the Charities Act.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

ACHIEVEMENT AND PERFORMANCE

During the year we provided a total of 1,428 individual sessions to 66 young people. The number of students and session run have increase from last academic year which is due to the increased number of coaches we now have available.

We continue to work with a large number of referrers and are keen to focus on students with more difficult needs. We continue to receive a number of new referrers which have used our services this year.

We are working on a 1:1 basis with more student due to their individual needs. Around 95% of students attending are on a 1:1 basis which has reduced the overall number of students we are able to support.

The overall number of sessions we have run this year has increased to 1,428 from 907 last year. This continues to show the increasing need for our provision and our slow but steady growth.

We had a number of students that ended the year achieving qualifications. These included:

Gateway Qualifications, Level 2, Award in Health and Care (9 credits)

Gateway Qualifications, Level 1, Improving own Learning and Performance (3 credits)

Alongside qualification, all students that attended Progressability.org gained important and practical life skills and development opportunities which will support their life and future prospects.

We continue to expand the activities we offer to our students so that we can offer our provision to more disadvantaged children and young people and engage them in learning in line with their interests. We also continue to work with young children that are of primary school age 8-11 years for our early intervention project. To further increase our offering and diversity to the community, this academic year we have introduced a Positive Steps programme which is predominantly designed, but not exclusive to female student with qualified dedicated female coaches. Which has proven successful over the last 12 months.

We continue to work with EVC Uganda and provide financial support to their work which is delivering education to some of the poorest young people in the world. Staff sponsor one of their students.

These achievements were due to the hard work, dedication and expertise of the management team and staff, and to the support of our funders. We want to thank all members of staff and acknowledge the contributions of those that have left us during the year whilst welcoming those that have joined us. We have continued to build the capability and sustainability of the organisation through the recruitment of new staff and development of individual members of staff.

FINANCIAL REVIEW

Principal funding sources

We record our appreciation and gratitude to the following organisations that provide funding to support the work of ProgressAbility.Org during the last financial year:

BL Robinson CT
John and Susan Bowers fund
Helen Hamlyn
The Doreen Hood CT
Smile for a Child
St John's Hospital Trust
Trees of David
The John and Ruth Howard Trust
Dr Nixon
Wixamtree Trust
CDS Action
The Trueman Trust
House of Industry
Souter CT
Gale Family Trust
The Blunt Trust
Strangward Trust
St James Place
The Woodroffe Benton Foundation
Blunham Angling club

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

FINANCIAL REVIEW

Reserves policy

The Trustees intend to ensure that reserves are maintained at a level that would ultimately cover the loss or decline of long term income of the charity, reviewable at least once a year. The current figure for this is £55,000 (available without the sale of fixed assets). This would be used for staff salaries as well as the short term overheads and building clearance. We remain short of this figure however we are aware of this and continually work towards increasing our reserves. We also currently have a bank overdraft facility of £20,000 which is available from Natwest Bank to cover any short term cash flow deficits.

Total funds at the end of the year amounted to £72,977 (2022: £94,726) of which £68,197 (2022: £40,780) is unrestricted and £4,780 (2022: £53,946) is restricted. Of the £68,197 (2022: £40,780) unrestricted funds £30,174 (2022: £31,961) would only be realisable on the disposal of tangible fixed assets at their current net book value.

Going concern

The Trustees have indicated an uncertainty around the amount of grants that will be available and received during the next financial year. We continue to address this uncertainty by having a dedicated fundraiser who will target grants depending on the need of the charity at the time. This has proven successful in previous years and although uncertain we are confident that the funds will again be available to mainstream charities.

Material uncertainties continue to exist around ongoing referral income. Services for September are not confirmed until late in the academic year (June - July) or even the beginning of the new one (September), creating this uncertainty. We continue to mitigate this by ensuring that our relationships with our key referrers stays strong and adaptable to their student's needs. We have a marketing plan in place to attract potential new referrers which continues to be successful. Are fundraising activities continue to target areas where we require support either for new projects or to maintain existing ones. We also continue to diversify and adapt our project taking on board both student and referrer feedback. We have increased our geographical area allowing us to offer our services to student that would normal be out of reach for our coaches. We have also incorporated a Positive steps programme, designed for female students, to help us reach this area of the community. These areas, linked with the ever-increasing demand for alternative provisions, like ours, for students, and an increased coaching staff level, helps us to be confident that this will not impact us over the next financial year.

As of September 2023 we had again received a high number of referrals and are fully operational supporting the local community as well as students from further afield.

The trustees are therefore confident that strategies are in place to justify their opinion that the charity is able to continue as a going concern.

FUTURE PLANS

Growth will continue to be made by increasing the number of coaches we have available alongside diversifying our offering to referrers as well as offering new projects. We are also looking to further increase our coaching staff in the next academic year, by a total of two, one for A4S project and the other for the Positive steps project. This will increase our overall capacity and allow us to increase the number of students we can support each week.

We are looking to increase the qualifications we offer to include functional skill and a range of further Gateway Qualifications to enable more students to complete a qualification whilst they are with us.

We are confident of securing our own lake in the next academic year. This will support the charity further and open other possibilities for our students, giving them a safe space to learn and engage with us.

We continue to look to branch further into other areas to enable us to offer our services to students that would normally be out of reach, however ongoing premises costs in these areas are blockers to this possibility, to which we are looking to secure the relevant funding for.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment, appointment and induction of new trustees

The charity requires a minimum number of three trustees who are required to retire by rotation every three years subject to the quorum being retained. Trustees can be re-elected, and new trustees appointed, at trustee meetings based on the majority vote of all trustees present. We advertise for new trustees using local community voluntary service as well as word of mouth and recommendations of an existing trustee. New trustees are provided with a trustee induction pack and a briefing on their specific roles and responsibilities as trustees. Trustees confirm and sign a form on trustee eligibility annually at the AGM.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charity's operations are controlled from, and its records and accounts maintained in, its office in Barkers Lane, Bedford.

The trustees hold monthly working meetings as well as the formal quarterly meetings to consider all aspects of the charity's activities and to monitor progress against the charity's plans. Trustees also ensure that required policies and procedures are in place.

The trustees delegate day to day running of the charity to a management team, comprising of a full time Operations Manager, a full time Project and Coach Support Manager and a Part time HR and Safeguarding Manager. The charity outsources maintenance of its IT infrastructure to JustComputers in Kempston.

The Operations Manager reports weekly to the trustees keeping them up to date with current activities and issues occurring.

Monthly management meetings are held to co-ordinate the day to day activities of the charity. These are attended by the Chair of Trustees and the Officers. Activities are delivered by qualified coaches under the supervision of the Project Manager and the Coaches Team Leader. Annual workshops are held with advisers and staff to consider the future direction, priorities and actions to develop the work of the charity. Three training days are held per year, attended by all staff, with trustees and advisers invited to attend.

The trustees have established an Education Committee, including the main referrers that we work with, to advise the trustees and staff on the educational needs of the young people we work with and future developments. This meets regularly every term and is providing valuable input to trustees decisions on the future direction and priorities of the charity.

Risk management

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Risk assessments are in place for all activities delivered by the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07678748 (England and Wales)

Registered Charity number

1142732

Registered office

129A Barkers Lane
Bedford
MK41 9RX

Trustees

B C Burke
J Allen
C E Matthews (resigned 23.1.24)
P Layton
M Boness (appointed 25.4.23)
S Crosbie (appointed 18.7.23)

Independent Examiner

Catherine Brown FCA
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2023**

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

National Westminster Bank
81 High Street
Bedford
MK40 1ND

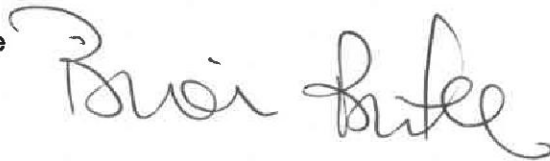
Operations Manager

Graham Wilson

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 12 March 2024 and signed on its behalf by:

B C Burke - Trustee

A handwritten signature in black ink, appearing to read 'B C Burke', written in a cursive style.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PROGRESSABILITY.ORG**

Independent examiner's report to the trustees of Progressability.Org ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

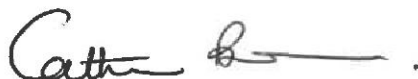
Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.



Catherine Brown FCA
The Institute of Chartered Accountants in England and Wales

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

12 March 2024

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds £	31.8.23 Total funds £	31.8.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	28,010	-	28,010	25,082
Charitable activities	5				
Skills development		312,076	31,450	343,526	298,768
Other trading activities	3	-	-	-	436
Investment income	4	316	-	316	26
Other income	6	400	-	400	154
Total		340,802	31,450	372,252	324,466
EXPENDITURE ON					
Raising funds		8,999	-	8,999	25,094
Charitable activities	7				
Skills development		315,893	69,109	385,002	306,592
Total		324,892	69,109	394,001	331,686
NET INCOME/(EXPENDITURE)		15,910	(37,659)	(21,749)	(7,220)
Transfers between funds	16	11,507	(11,507)	-	-
Net movement in funds		27,417	(49,166)	(21,749)	(7,220)
RECONCILIATION OF FUNDS					
Total funds brought forward		40,780	53,946	94,726	101,946
TOTAL FUNDS CARRIED FORWARD		68,197	4,780	72,977	94,726

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds £	31.8.23 Total funds £	31.8.22 Total funds £
FIXED ASSETS					
Tangible assets	13	30,174	-	30,174	31,961
CURRENT ASSETS					
Debtors	14	4,308	-	4,308	4,304
Cash at bank and in hand		56,240	4,780	61,020	74,893
		<u>60,548</u>	<u>4,780</u>	<u>65,328</u>	<u>79,197</u>
CREDITORS					
Amounts falling due within one year	15	(22,525)	-	(22,525)	(16,432)
NET CURRENT ASSETS		<u>38,023</u>	<u>4,780</u>	<u>42,803</u>	<u>62,765</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>68,197</u>	<u>4,780</u>	<u>72,977</u>	<u>94,726</u>
NET ASSETS		<u>68,197</u>	<u>4,780</u>	<u>72,977</u>	<u>94,726</u>
FUNDS	16				
Unrestricted funds				68,197	40,780
Restricted funds				4,780	53,946
TOTAL FUNDS				<u>72,977</u>	<u>94,726</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 12 March 2024 and were signed on its behalf by:

B C Burke - Trustee



The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Whilst the nature of operations gives rise to material uncertainties regarding funding from one academic year to the next and continued grant funding the trustees believe they have adopted strategies to mitigate these uncertainties. The financial statements are therefore prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

General information

The charity is a private limited company (incorporated in England and Wales) limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office in 129A Barkers Lane, Bedford.

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing.

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Where grants are payable in more than one year income is only recognised in the year to which it relates. If entitlement is not met then these amounts are deferred.

Grants received from both central and local government are recognised at fair value on an accrual model once entitlement has been established.

Income from sessional fees is recognised when the responsibility to provide those sessions has been fulfilled.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost
Plant and machinery	- 25% on cost
Motor vehicles	- 25% on cost

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023**

1. ACCOUNTING POLICIES - continued**Tangible fixed assets**

Assets whose purchase costs exceeds £250 are capitalised which includes those bought for specific projects. Where assets are acquired with grant funding they are depreciated on a straight line basis over the same period as the grant monies cover.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company makes contributions to employees' defined contribution pension plans. These are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods and services

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Judgements

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

2. DONATIONS AND LEGACIES

	31.8.23	31.8.22
	£	£
Donations	2,826	2,948
Grants	<u>25,184</u>	<u>22,134</u>
	<u>28,010</u>	<u>25,082</u>

3. OTHER TRADING ACTIVITIES

	31.8.23	31.8.22
	£	£
Sundry sales	<u>-</u>	<u>436</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

4. INVESTMENT INCOME

	31.8.23	31.8.22
	£	£
Bank interest received	<u>316</u>	<u>26</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.8.23	31.8.22
	£	£
Course and session fees	312,076	203,339
Grants for specific educational projects	31,450	95,429
	<u>343,526</u>	<u>298,768</u>

6. OTHER INCOME

	31.8.23	31.8.22
	£	£
Gain on sale of tangible fixed assets	400	-
Covid SSP grant	-	154
	<u>400</u>	<u>154</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 8)	Totals
	£	£	£
Skills development	<u>381,358</u>	<u>3,644</u>	<u>385,002</u>

8. SUPPORT COSTS

	Governance costs
	£
Skills development	<u>3,644</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.23	31.8.22
	£	£
Independent Examiner's fee	1,200	1,080
Independent Examiner's other	2,444	3,396
Depreciation - owned assets	19,294	20,036
Other operating leases	3,260	5,515
Surplus/(deficit) on disposal of fixed assets	(400)	300
Payments to defined contribution pension schemes	<u>8,632</u>	<u>6,185</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2023 nor for the year ended 31 August 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2023 nor for the year ended 31 August 2022.

11. STAFF COSTS

	31.8.23	31.8.22
	£	£
Wages and salaries	255,765	190,285
Social security costs	16,816	9,466
Other pension costs	8,632	6,185
	<u>281,213</u>	<u>205,936</u>

A total of £Nil (2022: £154) was claimed in Covid SSP grants.

The average monthly number of employees during the year was as follows:

	31.8.23	31.8.22
	10	10
Angling4Success Administration	3	3
	<u>13</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

Total remuneration paid to key management for the year ended 31 August 2023 amounted to £86,920 (2022 £80,540).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	25,082	-	25,082
Charitable activities			
Skills development	203,339	95,429	298,768
Other trading activities	436	-	436
Investment income	26	-	26
Other income	154	-	154
Total	<u>229,037</u>	<u>95,429</u>	<u>324,466</u>
EXPENDITURE ON			
Raising funds	25,094	-	25,094
Charitable activities			
Skills development	228,406	78,186	306,592
Total	<u>253,500</u>	<u>78,186</u>	<u>331,686</u>
NET INCOME/(EXPENDITURE)	(24,463)	17,243	(7,220)

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Transfers between funds	28,165	(28,165)	-
Net movement in funds	3,702	(10,922)	(7,220)
RECONCILIATION OF FUNDS			
Total funds brought forward	37,078	64,868	101,946
TOTAL FUNDS CARRIED FORWARD	40,780	53,946	94,726

13. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 September 2022	30,677	10,377	71,249	112,303
Additions	-	11,507	6,000	17,507
Disposals	-	-	(7,364)	(7,364)
At 31 August 2023	30,677	21,884	69,885	122,446
DEPRECIATION				
At 1 September 2022	26,891	9,807	43,644	80,342
Charge for year	1,572	2,699	15,023	19,294
Eliminated on disposal	-	-	(7,364)	(7,364)
At 31 August 2023	28,463	12,506	51,303	92,272
NET BOOK VALUE				
At 31 August 2023	2,214	9,378	18,582	30,174
At 31 August 2022	3,786	570	27,605	31,961

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.23 £	31.8.22 £
Trade debtors	-	220
Other debtors	1,000	1,000
Prepayments	3,308	3,084
	4,308	4,304

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.23	31.8.22
	£	£
Trade creditors	13,853	7,905
Social security and other taxes	3,240	3,014
Other creditors	1,532	1,223
Accrued expenses	3,900	4,290
	<u>22,525</u>	<u>16,432</u>

16. MOVEMENT IN FUNDS

	At 1.9.22	Net movement	Transfers	At
	£	in funds	between	31.8.23
		£	funds	£
Unrestricted funds				
General fund	40,780	15,910	11,507	68,197
Restricted funds				
Angling activities	3,949	4,571	(8,520)	-
Asset purchase and maintenance	5,000	(40)	(2,987)	1,973
Milton Keynes youth projects	33,544	(33,544)	-	-
PPE Equipment	3,015	(208)	-	2,807
Positive steps programme	8,438	(8,438)	-	-
	<u>53,946</u>	<u>(37,659)</u>	<u>(11,507)</u>	<u>4,780</u>
TOTAL FUNDS	<u>94,726</u>	<u>(21,749)</u>	<u>-</u>	<u>72,977</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	340,802	(324,892)	15,910
Restricted funds			
Angling activities	8,500	(3,929)	4,571
Asset purchase and maintenance	-	(40)	(40)
Milton Keynes youth projects	3,000	(36,544)	(33,544)
PPE Equipment	-	(208)	(208)
Positive steps programme	19,950	(28,388)	(8,438)
	<u>31,450</u>	<u>(69,109)</u>	<u>(37,659)</u>
TOTAL FUNDS	<u>372,252</u>	<u>(394,001)</u>	<u>(21,749)</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.21 £	Net movement in funds £	Transfers between funds £	At 31.8.22 £
Unrestricted funds				
General fund	37,078	(24,463)	28,165	40,780
Restricted funds				
Angling activities	5,599	(1,650)	-	3,949
Specific project delivery	3,424	(3,424)	-	-
Uganda child sponsorship	44	(44)	-	-
Asset purchase and maintenance	20,456	4,754	(20,210)	5,000
Milton Keynes youth projects	20,310	21,189	(7,955)	33,544
PPE Equipment	535	2,480	-	3,015
Positive steps programme	14,500	(6,062)	-	8,438
	<u>64,868</u>	<u>17,243</u>	<u>(28,165)</u>	<u>53,946</u>
TOTAL FUNDS	<u>101,946</u>	<u>(7,220)</u>	<u>-</u>	<u>94,726</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	229,037	(253,500)	(24,463)
Restricted funds			
Angling activities	-	(1,650)	(1,650)
Specific project delivery	-	(3,424)	(3,424)
Uganda child sponsorship	-	(44)	(44)
Asset purchase and maintenance	5,000	(246)	4,754
Milton Keynes youth projects	73,722	(52,533)	21,189
PPE Equipment	3,000	(520)	2,480
Positive steps programme	13,707	(19,769)	(6,062)
	<u>95,429</u>	<u>(78,186)</u>	<u>17,243</u>
TOTAL FUNDS	<u>324,466</u>	<u>(331,686)</u>	<u>(7,220)</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

Transfers between funds

The transfers from restricted funds to general funds are done when the conditions of the restricted grants have been met and/or there is no obligation to repay any surplus monies back.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2023**

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2023.

Accounts

REGISTERED COMPANY NUMBER: 07678748 (England and Wales)
REGISTERED CHARITY NUMBER: 1142732

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022
FOR
PROGRESSABILITY.ORG**

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2022. The trustees have adopted the provisions of 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

Objectives and aims

ProgressAbility.org (also known as A4S) was launched in September 2011. The main activity of the charity is running the A4S project, which offers outdoor skills development activities to fulfil the charitable objects of ProgressAbility.org, which are:

To provide and assist in the provision of training, mentoring and counselling for those of all ages and backgrounds and current or future leaders within the UK and abroad and, in doing so, assist them in growing to full maturity as individuals and as members of society, within a framework of strong moral/Christian values.
To provide and assist in the provision of sports and other facilities and leisure time occupation of the inhabitants of urban and rural areas within the UK and abroad who have need of such facilities by reason of their social and economic circumstances and for the advancement of health and wellbeing, within a framework of strong moral/Christian values.

The aim of A4S is to change the lives of young people through positive personalised learning experiences - "to help transform and improve the lives of young people who are struggling, or have struggled in life so far, whether it be academically, socially or economically. We aim to promote a sense of well being and purpose, so they feel they are better equipped to progress, move on and start to lead a fulfilling life." (Mission Statement in the Staff Handbook).

The project achieves this by providing experiential learning activities that engage and inspire young people to build their self-esteem, confidence, skills and qualifications to make progress in education, training or employment.

Within the framework of today's mainstream, secondary education system, a recurring pattern of under-performance consistently manifests itself amongst 10-15% of young people. In such situations, this disengaged and disaffected group can get lost in the system or can disengage to the point of exclusion and result in social marginalisation. In these circumstances and for primary school aged children, the ethos of A4S remains to try and find a way of engaging young people using personal, social and educational skills development programmes. The aim is to find a spark from which to re-ignite a passion in learning and in finding a positive progression route to training, college or work.

Our ethos strongly advocates the need for a parallel provision of experiential learning activities that play direct to the strengths of those young people aged 8 - 18, who are experiencing difficulties achieving in the traditional classroom setting. These young people may better achieve their potential for learning by using our purpose built centre and by utilising the outdoors. Learning in these settings can lessen the immediate pressure of the classroom for those young people who are experiencing difficulties and can also take them away from peer pressure that might be taking them towards negative behaviours. We have often worked with gifted young individuals who find themselves unable to pull away from a (self)-destructive peer group, within which achieving and succeeding are considered uncool.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

OBJECTIVES AND ACTIVITIES

Significant activities

In term time we work with young people referred from schools and complementary education centres, as well as social services. The term-time sessions are typically 6 hours, including the collection and return of the student in one of our vehicles, and are run by qualified and experienced coaches on a 1:1 or 1:2 bases and customised to the needs of each individual. Coaches write daily reports on each student containing information on their work, progress and any issues. We perform personal development Reviews for all students to monitor their progress more formally and help identify further specific needs to work with them on. These are both extremely valuable to referrers and others involved with the young people.

In school holiday time we run more 'fun' skills and techniques based activity sessions. The holiday activities include a range of events; taster session; days for small groups and family days

The activities available to students include, but are not restricted to, Angling, Estate Maintenance, Aquarium Maintenance, Cooking, Arts and Crafts, Nature Activities and walks, Carpentry skills, Budgeting and Finance, Healthy living and Employability skills. We also support students in learning life skills to prepare them for adulthood.

ProgressAbility.Org is accredited as a Gateway Qualification centre and offers accredited qualifications to students which enable them to progress within school or colleges or into employment or apprenticeships. The qualifications we run include a wide range of different Gateway qualifications, run over a few weeks to an academic year.

General Qualifications

Gateway Qualifications, Level E3, Awards in Preparation for Employment (QCF) (6 credits) or Certificate in Preparation for Employment (15 credits).

Gateway Qualifications, Level 1, Improving Own Learning and Performance (QCF) (2 credits)

Various units of the qualification below can be chose by the student plus a selection of mandatory units.

Gateway Qualifications, Level 1, Award in Peer Mentoring (QCF) (4 credits)

Gateway Qualifications, Level E3, Award in Progression (3+ credits) or Certificate in Progression (QCF) (15+ credits)

Gateway Qualifications, Level 1, Award in Progression (10-15 credits) (6+ credits) or Certificate in Progression (QCF) (25-30 sessions) (21+ credits)

Gateway Qualifications, Level 1, Certificate in Employability Skills (QCF) (13+ credits)

Gateway Qualifications, Level 2, Award in Health and Care (9 credits)

Angling

Gateway Qualifications, Level E3, Award in Progression (QCF) (6 credits).

This comprises of 2 units: The Angling Environmental (3 credits) and Developing Angling Skills (3 credits)

Aquarium Systems

OATA Certificate (Ornamental Aquatics Trade Association) units include: Water quality, Filtration, Fish biology and Fish health.

OATA Advanced Diploma (Ornamental Aquatics Trade Association) (City and Guilds)

Arts and Crafts

Gateway Qualification, Level 1, Award in Skills for Art and Design (Arts and Crafts) (7 credits)

Indoor and Outdoor cooking

Gateway Qualification, Level E3, Basic Cooking (QCF) (2 credits)

Carpentry

Gateway Qualification, Level 1, Award in Skills for Construction (QCF) (6 credits)

Public benefit

The trustees have regard to Charity Commission guidance on public benefit in section 4 of the Charities Act.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

ACHIEVEMENT AND PERFORMANCE

During the year we provided a total of 907 individual sessions to 39 young people. The number of students has remained largely consistent with the previous years which is lower than originally hoped for, but as confidence grows since Covid we have seen the number and enquiries for our services increase into Sep 22.

We continue to work with a large number of referrers and are keen to focus on students with more difficult needs.

We continue to receive a number of new referrers which have used our services this year.

We are working on a 1:1 basis with more student due to their individual needs. Around 95% of students attending are on a 1:1 basis which has reduced the overall number of students we are able to support.

The overall number of sessions we have run this year has increased to 907 from 740. This shows the returning confidence and was only restricted due to the number of coaches we had available to run sessions, which we will be addressing early in Sep 22.

We had a number of students that ended the year achieving qualifications. These included:

- Gateway Qualifications, Level 2, Award in Health and Care (9 credits)

- Gateway Qualifications, Level 1, Improving own Learning and Performance (3 credits)

- Gateway Qualifications, Level 1, Award in Progression (3+ credits)

Alongside qualifications, all students that attended A4S gained important personal and practical life skills and development opportunities which will support their life and future prospects.

We are continuing to expand the activities we offer students so that we can offer a provision to more disadvantaged children and young people and engage them in learning according to their natural interests. We also continue to work with children that are of primary school age 8-11 years. We will also be offering a Positive Steps programme, which is predominantly designed for female students, using qualified dedicated female coaches, however this is also available to all students where the outdoors is not something they will engage with. We will offer this programme with a view to becoming more inclusive in the local area.

We continue to work with EVC Uganda and provide financial support to their work which is delivering education to some of the poorest young people in the world. Staff sponsor one of their students.

These achievements were due to the hard work, dedication and expertise of the management team and staff, and to the support of our funders. We want to thank all members of staff and acknowledge the contributions of those that have left us during the year whilst welcoming those that have joined us. We have continued to build the capability and sustainability of the organisation through the recruitment of new staff and development of individual members of staff.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

FINANCIAL REVIEW

Principal funding sources

We record our appreciation and gratitude to the following organisations that provide funding to support the work of ProgressAbility.Org during the last financial year:

Souter CT
Maud Elkington CT
Strangward Trust
Expatriate Foundation
John and Susan Bowers Fund
St Johns Hospital Trust
Lennox Hannay CT
Expatriate Foundation
CDS Action
Guy Fawkes CT
David Solomons CT
N Smith CT
Nichol Young Foundation
Robert Gavron CT
Neighbourly CT
House of Industry Estate
Annie Tranmer CT
Truemark Trust
Blunham Angling Club

Reserves policy

The Trustees intend to ensure that reserves are maintained at a level that would ultimately cover the loss or decline of long term income of the charity, reviewable at least once a year. The current figure for this is £48,000. This would be used for staff salaries as well as the short term overheads and building clearance. We remain a short of this figure however we are aware of this and continually work toward increasing our reserves. We also currently have a bank overdraft facility of £20,000 which is available from Natwest Bank to cover any short term cash flow deficits.

Total funds at the end of the year amounted to £94,726 (2021: £101,946) of which £40,780 (2021: £37,078) is unrestricted and £53,946 (2021: £64,868) is restricted. Of the £40,780 (2021: £37,078) unrestricted funds £31,961 (2021: £24,132) would only be realisable on the disposal of tangible fixed assets at their current net book value.

Going concern

The Trustees have indicated an uncertainty around the amount of grants that will be available and received during the next financial year. We continue to address this uncertainty by having a dedicated fundraiser who will target grants depending on the need of the charity at the time. This has proven successful in previous years and although uncertain we are confident that the funds will again be available to mainstream charities.

Material uncertainties continue to exist around ongoing referral income. Services for September are not confirmed until late in the academic year or at the beginning of the new one, creating this uncertainty. We continue to mitigate this by ensuring that our relationships with our key referrers stays strong and adaptable. We have a marketing plan in place to attract new potential referrers which has seen success, in the past's years. We also continue to diversify our project offerings, which continually evolves following referrer and student feedback. We have increased the geographical area we are able to cover for students opening our services to school that were previously out of reach. These areas in turn with the additional demand, which we have seen this year, for our alternative provision, helps us to be confident that this will not impact the Charity over the next financial year.

As of September 2022 we had again received a high number of referrals and are fully operational supporting the local community as well as students from further afield.

The trustees are therefore confident that strategies are in place to justify their opinion that the charity is able to continue as a going concern.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

FUTURE PLANS

Our vision is that A4S will continue to be a strong, sustainable, adaptable and a growing project which is held up widely as the benchmark provider for changing the lives of young people by giving them confidence, skills and hope through positive experiences and role models.

Our strategy is to achieve steady incremental growth based on the solid foundations already in place and our unique DNA. Resources (time and funding) must be focused on protecting the quality of what we currently do and our staff.

Growth will be achieved primary by increasing the volumes of students from existing referrers and offering the existing range of courses to new referrers. We are also keen to increase the number of coaches we have available by one in the next financial year. New courses and project will be developed by incremental extension of existing courses. We will remain open to new opportunities which complement existing activities or help to utilise our overheads, but only if these do not require investment of time or funds from the existing charity which expose it to additional risk.

In 2022-2023 we are looking to have 3 extra coaches available to run student session, increasing our overall capacity to support young students.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment, appointment and induction of new trustees

The charity requires a minimum number of three trustees who are required to retire by rotation every three years subject to the quorum being retained. Trustees can be re-elected, and new trustees appointed, at trustee meetings based on the majority vote of all trustees present. We advertise for new trustees using local community voluntary service as well as word of mouth and recommendations of an existing trustee. New trustees are provided with a trustee induction pack and a briefing on their specific roles and responsibilities as trustees. Trustees confirm and sign a form on trustee eligibility annually at the AGM.

Organisational structure

The charity's operations are controlled from, and its records and accounts maintained in, its office in Barkers Lane, Bedford.

The trustees hold monthly working meetings as well as the formal quarterly meetings to consider all aspects of the charity's activities and to monitor progress against the charity's plans. Trustees also ensure that required policies and procedures are in place.

The trustees delegate day to day running of the charity to a management team, comprising of a full time Operations Manager, a full time Project and Coach Support Manager and a Part time HR and Safeguarding Manager. The charity outsources maintenance of its IT infrastructure to JustComputers in Kempston.

The Operations Manager reports weekly to the trustees keeping them up to date with current activities and issues occurring.

Monthly management meetings are held to co-ordinate the day to day activities of the charity. These are attended by the Chair of Trustees and the Officers. Activities are delivered by qualified coaches under the supervision of the Project Manager and the Coaches Team Leader. Annual workshops are held with advisers and staff to consider the future direction, priorities and actions to develop the work of the charity. Three training days are held per year, attended by all staff, with trustees and advisers invited to attend.

The trustees have established an Education Committee, including the main referrers that we work with, to advise the trustees and staff on the educational needs of the young people we work with and future developments. This meets regularly every term and is providing valuable input to trustees decisions on the future direction and priorities of the charity.

Risk management

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Risk assessments are in place for all activities delivered by the charity.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07678748 (England and Wales)

Registered Charity number

1142732

Registered office

129A Barkers Lane

Bedford

MK41 9RX

Trustees

B C Burke

J Allen

C E Matthews

P Layton

Independent Examiner

Suzanne Goodson BSc FCA

Wright Connections Limited

Bedford I-Lab

Priory Business Park

Stannard Way

Bedford

Bedfordshire

MK44 3RZ

Bankers

National Westminster Bank

81 High Street

Bedford

MK40 1ND

Operations Manager

Graham Wilson

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 28 April 2023 and signed on its behalf by:

B C Burke - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PROGRESSABILITY.ORG**

Independent examiner's report to the trustees of Progressability.Org ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can 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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.

Suzanne Goodson BSc FCA
The Institute of Chartered Accountants in England and Wales

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

28 April 2023

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022**

	Notes	Unrestricted funds £	Restricted funds £	31.8.22 Total funds £	31.8.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	25,082	-	25,082	27,344
Charitable activities	5				
Skills development		203,339	95,429	298,768	219,113
Other trading activities	3	436	-	436	192
Investment income	4	26	-	26	3
Other income	6	154	-	154	31,367
Total		<u>229,037</u>	<u>95,429</u>	<u>324,466</u>	<u>278,019</u>
EXPENDITURE ON					
Raising funds		25,094	-	25,094	13,262
Charitable activities	7				
Skills development		228,406	78,186	306,592	298,374
Total		<u>253,500</u>	<u>78,186</u>	<u>331,686</u>	<u>311,636</u>
NET INCOME/(EXPENDITURE)		(24,463)	17,243	(7,220)	(33,617)
Transfers between funds	17	28,165	(28,165)	-	-
Net movement in funds		<u>3,702</u>	<u>(10,922)</u>	<u>(7,220)</u>	<u>(33,617)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		37,078	64,868	101,946	135,563
TOTAL FUNDS CARRIED FORWARD		<u><u>40,780</u></u>	<u><u>53,946</u></u>	<u><u>94,726</u></u>	<u><u>101,946</u></u>

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2022

	Notes	Unrestricted funds £	Restricted funds £	31.8.22 Total funds £	31.8.21 Total funds £
FIXED ASSETS					
Tangible assets	13	31,961	-	31,961	24,132
CURRENT ASSETS					
Debtors	14	4,304	-	4,304	12,592
Cash at bank and in hand		20,947	53,946	74,893	82,809
		25,251	53,946	79,197	95,401
CREDITORS					
Amounts falling due within one year	15	(16,432)	-	(16,432)	(17,587)
NET CURRENT ASSETS		8,819	53,946	62,765	77,814
TOTAL ASSETS LESS CURRENT LIABILITIES		40,780	53,946	94,726	101,946
NET ASSETS		40,780	53,946	94,726	101,946
FUNDS	17				
Unrestricted funds				40,780	37,078
Restricted funds				53,946	64,868
TOTAL FUNDS				94,726	101,946

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 April 2023 and were signed on its behalf by:

B C Burke - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Whilst the nature of operations gives rise to material uncertainties regarding funding from one academic year to the next and continued grant funding the trustees believe they have adopted strategies to mitigate these uncertainties. The financial statements are therefore prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

General information

The charity is a private limited company (incorporated in England and Wales, limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office in 129A Barkers Lane, Bedford.

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing.

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Where grants are payable in more than one year income is only recognised in the year to which it relates. If entitlement is not met then these amounts are deferred.

Grants received under the Government Coronavirus Job Retention Scheme are recognised in the period in which the underlying furlough staff costs relate. Once the payroll liability has been incurred the organisation is deemed to have met the conditions to claim for that payroll accounting period.

Grants received from local government from the Small Business Grant Fund are recognised at fair value on an accrual model once entitlement has been established.

Income from sessional fees is recognised when the responsibility to provide those sessions has been fulfilled.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost
Plant and machinery	- 25% on cost
Motor vehicles	- 25% on cost

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Assets whose purchase costs exceeds £250 are capitalised which includes those bought for specific projects. Where assets are acquired with grant funding they are depreciated on a straight line basis over the same period as the grant monies cover.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company makes contributions to employees' defined contribution pension plans. These are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods and services

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Judgements

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

2. DONATIONS AND LEGACIES

	31.8.22	31.8.21
	£	£
Donations	2,948	2,534
Grants	22,134	24,810
	<u>25,082</u>	<u>27,344</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

3. OTHER TRADING ACTIVITIES

	31.8.22	31.8.21
	£	£
Sundry sales	436	192
	<u><u> </u></u>	<u><u> </u></u>

4. INVESTMENT INCOME

	31.8.22	31.8.21
	£	£
Bank interest received	26	3
	<u><u> </u></u>	<u><u> </u></u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.8.22	31.8.21
	£	£
Course and session fees	203,339	156,279
Grants for specific educational projects	95,429	62,834
	<u><u> </u></u>	<u><u> </u></u>
	298,768	219,113
	<u><u> </u></u>	<u><u> </u></u>

6. OTHER INCOME

	31.8.22	31.8.21
	£	£
Gain on sale of tangible fixed assets	-	6,910
Corona virus job retention scheme grant	-	24,457
Covid SSP grant	154	-
	<u><u> </u></u>	<u><u> </u></u>
	154	31,367
	<u><u> </u></u>	<u><u> </u></u>

7. CHARITABLE ACTIVITIES COSTS

	Direct	Support	
	Costs	costs (see	
	£	note 8)	Totals
	£	£	£
Skills development	302,116	4,476	306,592
	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>

8. SUPPORT COSTS

	Governance
	costs
	£
Skills development	4,476
	<u><u> </u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.22	31.8.21
	£	£
Independent Examiner's fee	1,080	1,080
Independent Examiner's other	3,396	2,345
Depreciation - owned assets	20,036	17,800
Other operating leases	5,515	5,263
(Deficit)/surplus on disposal of fixed assets	300	(6,910)
Payments to defined contribution pension schemes	6,185	5,748
	<u>6,185</u>	<u>5,748</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2022 nor for the year ended 31 August 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2022 nor for the year ended 31 August 2021.

11. STAFF COSTS

	31.8.22	31.8.21
	£	£
Wages and salaries	190,285	188,484
Social security costs	9,466	6,735
Other pension costs	6,185	5,748
	<u>205,936</u>	<u>200,967</u>

Staff costs are net of own work capitalised in respect of creating a new classroom as follows:

	31.8.22	31.8.21
	£	£
Wages and salaries	-	1,037
Social security costs	-	135
Other pension costs	-	52
	<u>-</u>	<u>1,224</u>

A total of £Nil (2021:£23,457) was claimed in CJRS grants.

A total of £154 (2021: £Nil) was claimed in Covid SSP grants.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

11. STAFF COSTS - continued

The average monthly number of employees during the year was as follows:

	31.8.22	31.8.21
Angling4Success	10	8
Administration	3	3
	<u>13</u>	<u>11</u>

No employees received emoluments in excess of £60,000.

Total a remuneration paid to key management for the year ended 31 August 2022 amounted to £80,540 (2021 £76,823).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	27,344	-	27,344
Charitable activities			
Skills development	156,279	62,834	219,113
Other trading activities	192	-	192
Investment income	3	-	3
Other income	31,367	-	31,367
Total	<u>215,185</u>	<u>62,834</u>	<u>278,019</u>
EXPENDITURE ON			
Raising funds	13,262	-	13,262
Charitable activities			
Skills development	245,234	53,140	298,374
Total	<u>258,496</u>	<u>53,140</u>	<u>311,636</u>
NET INCOME/(EXPENDITURE)	(43,311)	9,694	(33,617)
Transfers between funds	8,183	(8,183)	-
Net movement in funds	<u>(35,128)</u>	1,511	<u>(33,617)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	72,206	63,357	135,563
TOTAL FUNDS CARRIED FORWARD	<u><u>37,078</u></u>	<u><u>64,868</u></u>	<u><u>101,946</u></u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

13. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 September 2021	30,677	10,377	43,384	84,438
Additions	-	-	28,165	28,165
Disposals	-	-	(300)	(300)
At 31 August 2022	30,677	10,377	71,249	112,303
DEPRECIATION				
At 1 September 2021	24,017	9,267	27,022	60,306
Charge for year	2,874	540	16,622	20,036
At 31 August 2022	26,891	9,807	43,644	80,342
NET BOOK VALUE				
At 31 August 2022	3,786	570	27,605	31,961
At 31 August 2021	6,660	1,110	16,362	24,132

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22	31.8.21
	£	£
Trade debtors	220	1,450
Other debtors	1,000	7,910
Prepayments	3,084	3,232
	4,304	12,592

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22	31.8.21
	£	£
Trade creditors	7,905	7,794
Social security and other taxes	3,014	3,498
Other creditors	1,223	1,194
Accrued expenses	4,290	5,101
	16,432	17,587

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.8.22 £	31.8.21 £
Within one year	-	846

17. MOVEMENT IN FUNDS

	At 1.9.21 £	Net movement in funds £	Transfers between funds £	At 31.8.22 £
Unrestricted funds				
General fund	37,078	(24,463)	28,165	40,780
Restricted funds				
Angling activities	5,599	(1,650)	-	3,949
Specific project delivery	3,424	(3,424)	-	-
Uganda child sponsorship	44	(44)	-	-
Asset purchase and maintenance	20,456	4,754	(20,210)	5,000
Milton Keynes youth projects	20,310	21,189	(7,955)	33,544
PPE Equipment	535	2,480	-	3,015
Positive steps programme	14,500	(6,062)	-	8,438
	<u>64,868</u>	<u>17,243</u>	<u>(28,165)</u>	<u>53,946</u>
TOTAL FUNDS	<u>101,946</u>	<u>(7,220)</u>	<u>-</u>	<u>94,726</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	229,037	(253,500)	(24,463)
Restricted funds			
Angling activities	-	(1,650)	(1,650)
Specific project delivery	-	(3,424)	(3,424)
Uganda child sponsorship	-	(44)	(44)
Asset purchase and maintenance	5,000	(246)	4,754
Milton Keynes youth projects	73,722	(52,533)	21,189
PPE Equipment	3,000	(520)	2,480
Positive steps programme	13,707	(19,769)	(6,062)
	<u>95,429</u>	<u>(78,186)</u>	<u>17,243</u>
TOTAL FUNDS	<u>324,466</u>	<u>(331,686)</u>	<u>(7,220)</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

17. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
Unrestricted funds				
General fund	72,206	(43,311)	8,183	37,078
Restricted funds				
Angling activities	5,159	440	-	5,599
Specific staff costs	26,491	(26,091)	(400)	-
Specific project delivery	3,424	-	-	3,424
Uganda child sponsorship	44	-	-	44
Asset purchase and maintenance	27,739	-	(7,283)	20,456
Cambridgeshire youth projects	500	-	(500)	-
Milton Keynes youth projects	-	20,310	-	20,310
PPE Equipment	-	535	-	535
Positive steps programme	-	14,500	-	14,500
	<u>63,357</u>	<u>9,694</u>	<u>(8,183)</u>	<u>64,868</u>
TOTAL FUNDS	<u>135,563</u>	<u>(33,617)</u>	<u>-</u>	<u>101,946</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	215,185	(258,496)	(43,311)
Restricted funds			
Angling activities	4,500	(4,060)	440
Specific staff costs	-	(26,091)	(26,091)
Specific project delivery	17,834	(17,834)	-
Milton Keynes youth projects	25,000	(4,690)	20,310
PPE Equipment	1,000	(465)	535
Positive steps programme	14,500	-	14,500
	<u>62,834</u>	<u>(53,140)</u>	<u>9,694</u>
TOTAL FUNDS	<u>278,019</u>	<u>(311,636)</u>	<u>(33,617)</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

Transfers between funds

The transfers from restricted funds to general funds are done when the conditions of the restricted grants have been met and/or there is no obligation to repay any surplus monies back.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2022

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2022.

Accounts

REGISTERED COMPANY NUMBER: 07678748 (England and Wales)
REGISTERED CHARITY NUMBER: 1142732

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021
FOR
PROGRESSABILITY.ORG

Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

PROGRESSABILITY.ORG

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FOR THE YEAR ENDED 31 AUGUST 2021

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2021. The trustees have adopted the provisions of 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

Objectives and aims

ProgressAbility.org was launched in September 2011. The main activity of the charity is running the A4S project, which offers outdoor skills development activities to fulfil the charitable objects of ProgressAbility.org, which are:

To provide and assist in the provision of training, mentoring and counselling for those of all ages and backgrounds and current or future leaders within the UK and abroad and, in doing so, assist them in growing to full maturity as individuals and as members of society, within a framework of strong moral/Christian values.
To provide and assist in the provision of sports and other facilities and leisure time occupation of the inhabitants of urban and rural areas within the UK and abroad who have need of such facilities by reason of their social and economic circumstances and for the advancement of health and wellbeing, within a framework of strong moral/Christian values.

The aim of A4S is to change the lives of young people through positive personalised learning experiences - "to help transform and improve the lives of young people who are struggling, or have struggled in life so far, whether it be academically, socially or economically. We aim to promote a sense of well being and purpose, so they feel they are better equipped to progress, move on and start to lead a fulfilling life." (Mission Statement in the Staff Handbook).

The project achieves this by providing experiential learning activities that engage and inspire young people to build their self-esteem, confidence, skills and qualifications to make progress in education, training or employment.

Within the framework of today's (mainstream) secondary education system, a recurring pattern of under-performance consistently manifests itself amongst 10-15% of young people. In such situations, this disengaged and disaffected group can get lost in the system or can disengage to the point of exclusion and result in social marginalisation. In these circumstances, the ethos of A4S remains to try and find a way of engaging young people using personal, social and educational skills development programmes. The aim is to find a spark from which to re-ignite a passion in learning and in finding a positive progression route to training, college or work.

Our ethos strongly advocates the need for a parallel provision of experiential learning activities that play direct to the strengths of those young people aged 8 - 18, who are experiencing difficulties achieving in the traditional classroom setting and who might better achieve their potential in an outdoor setting. Learning in the outdoors can lessen the immediate pressure of the classroom for those young people who are experiencing difficulties and can also take them away from peer pressure that might be taking them towards negative behaviours. We have often worked with gifted young individuals who find themselves unable to pull away from a (self)-destructive peer group, within which achieving and succeeding are considered uncool.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

OBJECTIVES AND ACTIVITIES

Significant activities

In term time we work with young people referred from schools and complementary education centres, as well as social services. The term-time sessions are typically 6 hours, including the collection and return of the student in one of our vehicle, and are run by qualified and experienced coaches on a 1:1 or 2:1 bases and customised to the needs of each individual. Coaches write daily reports on each student containing information on their work, progress and any issues. We perform personal development Reviews for all students to monitor their progress more formally and help identify further specific needs to work with them on. These are both extremely valuable to referrers and others involves with the young people.

In school holiday time we run more 'fun' skills and techniques based activity sessions. The holiday activities include a range of events; taster session; days for small groups and family days. These activities are subsidised to reduce or remove the cost to make them accessible to all young people or groups service those with special needs. The grant from BBC children in need awarded 2018-2021 has provided specific funds to enable us to increase the number of holiday sessions delivered.

The activities available to students include Angling, Estate Maintenance, Aquarium Maintenance, Cooking, Arts and Crafts, Nature Activities and walks, Carpentry skills, Budgeting and Finance, Healthy living and Employability skills. We also support students in learning life skills to prepare them for adulthood.

ProgressAbility.Org is accredited as a Pearson BTEC centre and a Gateway Qualification centre and offers accredited qualifications to students which enable them to progress within school or colleges or into employment or apprenticeships.

The qualifications we run include a wide range of different Gateway qualifications, run over a few weeks to an academic year.

General Qualifications

Gateway Qualifications, Level E3, Awards in Preparation for Employment (QCF) (6 credits) or Certificate in Preparation for Employment (15 credits).

Gateway Qualifications, Level 1, Improving Own Learning and Performance (QCF) (2 credits)

Various units of the qualification below can be chose by the student plus a selection of mandatory units.

Gateway Qualifications, Level 1, Award in Peer Mentoring (QCF) (4 credits)

Gateway Qualifications, Level E3, Award in Progression (3+ credits) or Certificate in progression (QCF) (15+ credits)

Gateway Qualifications, Level 1, Award in progression (10-15 credits) (6+ credits) or Certificate in Progression (QCF) (25-30 sessions)(21+ credits)

Gateway Qualifications, Level 1, Certificate in Employability Skills (QCF) (13+ credits)

Angling

Gateway Qualifications, Level E3, Award in Progression (QCF) (6credits).

This comprises of 2 units: The Angling Environmental (3 credits) and Developing Angling Skills (3 credits)

Aquarium Systems

OATA Certificate (Ornamental Aquatics Trade Association) units include: Water quality, Filtration, Fish biology and Fish health.

OATA Advanced Diploma (Ornamental Aquatics Trade Association) (City and Guilds)

Arts and Crafts

Gateway Qualification, Level 1, Award in Skills for Art and Design (Arts and Crafts) (7 credits)

Indoor and Outdoor cooking

Gateway Qualification, Level E3, Basic Cooking (QCF) (2 credits)

Carpentry

Gateway Qualification, Level 1, Award in Skills for Construction (QCF) (6 credits)

Public benefit

The trustees have regard to Charity Commission guidance on public benefit in section 4 of the Charities Act.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

ACHIEVEMENT AND PERFORMANCE

During the year we provided a total of 740 individual sessions to 41 young people. The number of students is lower than previous years due to the effects of continued COVID lock downs during the academic year. We have been limited to the number of sessions we could run during this time due to venue closures and also student and referrer anxieties.

We continue to work with a large number of referrers but are keen to focus on students with more difficult needs. We are working on a 1:1 basis with more student due to their individual needs and COVID restrictions. Around 95% of students attending are on a 1:1 basis which has reduced the overall number of students we are able to support.

COVID lock downs during this academic year has seen a reduction in course and session fees from previous years. As a charity we have had to adapt and redefine how we work with students to ensure both staff and student safety. We have a robust COVID policy and risk assessments that are update regularly in line with government guidance.

Considering the ongoing challenges again last year there were still a number of students that ended the year achieving qualifications. These included:

Gateway Qualifications, Level 1, Improving Own Learning and Performance (QCF) (2 credits)

Gateway Qualifications, Level 1, Award in Progression (3+ credits)

Gateway Qualifications, Level E3, Award in English - Reading (3 credits)

Alongside qualifications, all students that attended A4S gained important personal and practical life skills and development opportunities which will support their life and future prospects.

We continue to receive a number of new referrers which have used our services this year. This is due to an ongoing marketing work that runs throughout the year

We have seen a reduction in income received from grants. This is a knock on affect from COVID, however now the country is starting to come out of this difficult period we believe this will increase next year with a view to reducing our overall charges to referrers thus ensuring that our offering is sustainable and affordable.

We are continuing to expand the activities we offer students so that we can offer a provision to more disadvantaged children and young people and engage them in learning according to their natural interests. We also continue to work with children that are of primary school age 8-11 years. We will also be offering a Positive Steps programme, from September 21, which is designed for Female students and students where the outdoors is not something they will engage with. We will have dedicated coaches that can offer this programme with a view to becoming more inclusive in the local area..

We continue to work closely with EVC Uganda to support their work delivering education to some of the poorest young people in the world, with our staff sponsoring one of their students.

These achievements were due to the hard work, dedication and expertise of the management team and staff, and to the support of our funders. We want to thank all members of staff and acknowledge the contributions of those that have left us during the year whilst welcoming those that have joined us. We have continued to build the capability and sustainability of the organisation through the recruitment of new staff and development of individual members of staff.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

FINANCIAL REVIEW

Principal funding sources

We record our appreciation and gratitude to the following organisations that provide funding to support the work of ProgressAbility.Org during the last financial year:

BBC Children in Need
The Blunt Trust
The John & Ruth Trust
The Doreen Hood Charity
Earl Fitzwilliam Charitable Trust
John & Susan Bowers Fund
Smile for a child
Mrs Y Flux Charitable Trust
BEA Charitable Trust
Anton Jergem Charitable Trust
The Neighbourly Charitable Trust
The David Solomons Charitable Trust
Dr Nixon
IBC Charitable Trust
William Howarth Charitable Trust
St John's Hospital Charitable Trust
ExPat Foundation
The Grace Trust
Barratt Development PLC
The Annie Tranmer Charitable Trust
The Robert Gavron Trust
Beds Charitable Trust
Nichol-Young Foundation
The Casey Trust
The Wixamtree Trust
Russell Beard

Reserves policy

The Trustees intends to ensure that reserves are maintained at a level that would ultimately cover the loss or decline of long term income of the charity, reviewable at least once a year. The current figure for this is £42,000 which includes staff costs, other short term over heads and an estimate for redundancy costs. We currently have a bank overdraft facility of £20,000 is available from Natwest Bank to cover any short term cash flow deficits

Total funds at the end of the year amounted to £101,946 of which £37,078 is unrestricted and £64,868 is restricted. Of the £37,078 unrestricted funds £24,132 would only be realisable on the disposal of tangible fixed assets at their current net book value.

Going concern

As referrals for course fees are received on an academic year basis and not usually confirmed until the beginning of any one academic year this may give rise to materiality uncertainties concerning going concern. However the trustees are confident that strategies are in place to ensure sufficient referrals will be made in the academic year commencing 1 September 22 to justify their opinion that the charity is able to continue as a going concern.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

FUTURE PLANS

Our vision is that A4S will continue to be a strong, sustainable, adaptable and a growing project which is held up widely as the benchmark provider for changing the lives of young people by giving them confidence, skills and hope through positive experiences and role models.

Our strategy is to achieve steady incremental growth based on the solid foundations already in place and our unique DNA. Resources (time and funding) must be focused on protecting the quality of what we currently do and our staff.

Growth will be achieved primary by increasing the volumes of students from existing referrers and offering the existing range of courses to new referrers. We are also keen to increase the number of coaches we have available by one in the next financial year. New courses and project will be developed by incremental extension of existing courses. We will remain open to new opportunities which complement existing activities or help to utilise our overheads, but only if these do not require investment of time or funds from the existing charity which expose it to additional risk.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment, appointment and induction of new trustees

The charity requires a minimum number of three trustees who are required to retire by rotation every three years subject to the quorum being retained. Trustees can be re-elected, and new trustees are appointed, at trustee meetings based on the recommendation of an existing trustee and majority vote of all trustees present. New trustees are provided with a trustee induction pack and a briefing on their specific roles and responsibilities as trustees. Trustees confirm and sign a form on trustee eligibility annually at the AGM.

Organisational structure

The charity's operations are controlled from, and its records and accounts maintained in, its office in Barkers Lane, Bedford.

The trustees hold monthly working meetings as well as the formal quarterly meetings to consider all aspects of the charity's activities and to monitor progress against the charity's plans. Trustees also ensure that required policies and procedures are in place.

The trustees delegate day to day running of the charity to a management team, comprising of a full time Operations Manager, a full time Project and Coach Support Manager and a Part time HR and Safeguarding Manager. The charity outsources maintenance of its IT infrastructure to JustComputers in Kempston.

The Operations Manager reports weekly to the trustees keeping them up to date with current activities and issues occurring.

Monthly management meetings are held to co-ordinate the day to day activities of the charity. These are attended by the Chair of Trustees and the Officers. Activities are delivered by qualified coaches under the supervision of the Project Manager and the Coaches Team Leader. Annual workshops are held with advisers and staff to consider the future direction, priorities and actions to develop the work of the charity. Three training days are held per year, attended by all staff, with trustees and advisers invited to attend.

The trustees have established an Education Committee, including the main referrers that we work with, to advise the trustees and staff on the educational needs of the young people we work with and future developments. This meets regularly every term and is providing valuable input to trustees decisions on the future direction and priorities of the charity.

Risk management

The trustees have a duty to identify and review the risk to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Risk assessments are in place for all activities delivered by the charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07678748 (England and Wales)

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021**

Registered Charity number
1142732

Registered office
129A Barkers Lane
Bedford
MK41 9RX

Trustees
B C Burke
J Allen
T Williams (resigned 24.2.21)
C E Matthews
P Layton

Independent Examiner
Suzanne Goodson BSc FCA
Institute of Chartered Accountants in England & Wales
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

Bankers
National Westminster Bank
81 High Street
Bedford
MK40 1ND

Operations Manager
Graham Wilson

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 27 May 2022 and signed on its behalf by:



B C Burke - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PROGRESSABILITY.ORG**

Independent examiner's report to the trustees of Progressability.Org ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2021.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company 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 your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England & 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:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the 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 accounts to be reached.



Suzanne Goodson BSc FCA
Institute of Chartered Accountants in England & Wales
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

27 May 2022

PROGRESSABILITY.ORG

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds £	31.8.21 Total funds £	31.8.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	27,344	-	27,344	19,772
Charitable activities	5				
Skills development		156,279	62,834	219,113	296,117
Other trading activities	3	192	-	192	25
Investment income	4	3	-	3	17
Other income	6	31,367	-	31,367	72,693
Total		215,185	62,834	278,019	388,624
EXPENDITURE ON					
Raising funds		13,262	-	13,262	27,184
Charitable activities	7				
Skills development		245,234	53,140	298,374	286,164
Total		258,496	53,140	311,636	313,348
NET INCOME/(EXPENDITURE)		(43,311)	9,694	(33,617)	75,276
Transfers between funds	17	8,183	(8,183)	-	-
Net movement in funds		(35,128)	1,511	(33,617)	75,276
RECONCILIATION OF FUNDS					
Total funds brought forward		72,206	63,357	135,563	60,287
TOTAL FUNDS CARRIED FORWARD		37,078	64,868	101,946	135,563

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2021

	Notes	Unrestricted funds £	Restricted funds £	31.8.21 Total funds £	31.8.20 Total funds £
FIXED ASSETS					
Tangible assets	13	24,132	-	24,132	35,823
CURRENT ASSETS					
Debtors	14	12,592	-	12,592	49,239
Cash at bank and in hand		17,941	64,868	82,809	66,374
		<u>30,533</u>	<u>64,868</u>	<u>95,401</u>	<u>115,613</u>
CREDITORS					
Amounts falling due within one year	15	(17,587)	-	(17,587)	(15,873)
NET CURRENT ASSETS		<u>12,946</u>	<u>64,868</u>	<u>77,814</u>	<u>99,740</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>37,078</u>	<u>64,868</u>	<u>101,946</u>	<u>135,563</u>
NET ASSETS		<u>37,078</u>	<u>64,868</u>	<u>101,946</u>	<u>135,563</u>
FUNDS	17				
Unrestricted funds				37,078	72,206
Restricted funds				64,868	63,357
TOTAL FUNDS				<u>101,946</u>	<u>135,563</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each 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 charitable company.

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

The financial statements were approved by the Board of Trustees and authorised for issue on 27 May 2022 and were signed on its behalf by:



B C Burke - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

General information

The charity is a private limited company (incorporated in England and Wales, limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office in 129A Barkers Lane, Bedford.

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing.

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. Where grants are payable in more than one year income is only recognised in the year to which it relates. If entitlement is not met then these amounts are deferred.

Grants received under the Government Coronavirus Job Retention Scheme are recognised in the period in which the underlying furlough staff costs relate. Once the payroll liability has been incurred the organisation is deemed to have met the conditions to claim for that payroll accounting period.

Grants received from local government from the Small Business Grant Fund are recognised at fair value on an accrual model once entitlement has been established.

Income from sessional fees is recognised when the responsibility to provide those sessions has been fulfilled.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost
Plant and machinery	- 25% on cost
Motor vehicles	- 25% on cost

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Assets whose purchase costs exceeds £250 are capitalised which includes those bought for specific projects. Where assets are acquired with grant funding they are depreciated on a straight line basis over the same period as the grant monies cover.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated goods and services

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Judgements

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that whilst material uncertainties do exist that cast doubt on the charity's ability to continue as a going concern, they believe they have mitigated these uncertainties to enable them to reach the conclusion that the financial statements can be prepared on a going concern basis.

Material uncertainties exist around ongoing referral income for course and session fees for the academic year commencing 1 September 2022. Services for September 2022 are not confirmed until late in the previous academic year or at the beginning of the new one, creating this uncertainty. The charity continues to mitigate this by ensuring that the relationships with key referrers stay strong and adaptable. There is a marketing plan in place to attract new potential referrers which has seen success in past years. There is no shortage of demand for the services provided by the charity. The charity continues to diversify the project offerings, which continually evolves following referrer and student feedback. The geographical area has been increased enabling coverage for students which opens up the services to school that were previously out of reach. This strategy has already resulted in additional demand during the year to 31 August 2022. This enables the trustees to be confident that this uncertainty will not unduly impact the charity over the next 12 months.

The trustees also continue to seek additional financing by way of grants for both specific projects and core funding and are confident that, whilst none have been guaranteed to date, as in previous years they will continue to receive grant funding from external sources.

The trustees have also considered the level of funds held and the estimated level of income and expenditure for 12 months from authorising these financial statements. Having mitigated the material uncertainty the trustees believe there is a sufficient level of reserves for the charity to be able to continue as a going concern.

PROGRESSABILITY.ORG

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

2. DONATIONS AND LEGACIES

	31.8.21	31.8.20
	£	£
Donations	2,534	5,172
Grants	24,810	14,600
	<u>27,344</u>	<u>19,772</u>

3. OTHER TRADING ACTIVITIES

	31.8.21	31.8.20
	£	£
Sundry sales	192	25
	<u>192</u>	<u>25</u>

4. INVESTMENT INCOME

	31.8.21	31.8.20
	£	£
Bank interest received	3	17
	<u>3</u>	<u>17</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.8.21	31.8.20
		£	£
Course and session fees	Skills development	156,279	138,241
Other educational services	Skills development	-	2,000
Grants for specific educational projects	Skills development	62,834	60,050
Grants for staff costs	Skills development	-	45,809
Grants for assets including maintenance	Skills development	-	50,017
		<u>219,113</u>	<u>296,117</u>

6. OTHER INCOME

	31.8.21	31.8.20
	£	£
Gain on sale of tangible fixed assets	6,910	-
Local authority discretionary	-	10,000
Corona virus job retention scheme grant	24,457	62,693
	<u>31,367</u>	<u>72,693</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Skills development	<u>294,949</u>	<u>3,425</u>	<u>298,374</u>

8. SUPPORT COSTS

	Governance costs £
Skills development	<u>3,425</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.8.21 £	31.8.20 £
Independent Examiner's fee	1,080	720
Independent Examiner's other	2,345	3,034
Depreciation - owned assets	17,800	17,664
Other operating leases	5,263	6,016
Surplus on disposal of fixed assets	(6,910)	-
Payments to defined contribution pension schemes	<u>5,748</u>	<u>3,905</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2021 nor for the year ended 31 August 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2021 nor for the year ended 31 August 2020.

11. STAFF COSTS

	31.8.21 £	31.8.20 £
Wages and salaries	188,484	180,140
Social security costs	6,735	12,728
Other pension costs	<u>5,748</u>	<u>3,905</u>
	<u>200,967</u>	<u>196,773</u>

Staff costs are net of own work capitalised in respect of creating a new classroom as follows:

	31.8.21 £	31.8.20 £
Wages and salaries	1,037	-
Social security costs	135	-
Other pension costs	<u>52</u>	<u>-</u>
	<u>1,224</u>	<u>-</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

11. STAFF COSTS - continued

A total of £24,457 (2020:£62,693) was claimed in CJRS grants.

The average monthly number of employees during the year was as follows:

	31.8.21	31.8.20
Angling4Success	8	9
Administration	3	3
	<u>11</u>	<u>12</u>

No employees received emoluments in excess of £60,000.

Total a remuneration paid to key management for the year ended 31 August 2021 amounted to £76,823. No employees were deemed key management in the year to 31 August 2020.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	19,519	253	19,772
Charitable activities			
Skills development	140,241	155,876	296,117
Other trading activities	25	-	25
Investment income	17	-	17
Other income	72,693	-	72,693
Total	<u>232,495</u>	<u>156,129</u>	<u>388,624</u>
EXPENDITURE ON			
Raising funds	27,184	-	27,184
Charitable activities			
Skills development	195,928	90,236	286,164
Total	<u>223,112</u>	<u>90,236</u>	<u>313,348</u>
NET INCOME	<u>9,383</u>	<u>65,893</u>	<u>75,276</u>
Transfers between funds	<u>21,979</u>	<u>(21,979)</u>	<u>-</u>
Net movement in funds	<u>31,362</u>	<u>43,914</u>	<u>75,276</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	40,844	19,443	60,287

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	72,206	63,357	135,563

13. TANGIBLE FIXED ASSETS

	Improvements to property £	Plant and machinery £	Motor vehicles £	Totals £
COST				
At 1 September 2020	24,568	10,377	57,701	92,646
Additions	6,109	-	-	6,109
Disposals	-	-	(14,317)	(14,317)
At 31 August 2021	30,677	10,377	43,384	84,438
DEPRECIATION				
At 1 September 2020	16,083	8,599	32,141	56,823
Charge for year	7,934	668	9,198	17,800
Eliminated on disposal	-	-	(14,317)	(14,317)
At 31 August 2021	24,017	9,267	27,022	60,306
NET BOOK VALUE				
At 31 August 2021	6,660	1,110	16,362	24,132
At 31 August 2020	8,485	1,778	25,560	35,823

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.21 £	31.8.20 £
Trade debtors	1,450	8,820
Other debtors	7,910	31,454
Prepayments	3,232	8,965
	12,592	49,239

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.21	31.8.20
	£	£
Trade creditors	7,794	7,294
Social security and other taxes	3,498	3,131
Other creditors	1,194	748
Accruals and deferred income	-	955
Accrued expenses	5,101	3,745
	<u>17,587</u>	<u>15,873</u>

Deferred income is in respect of course fees invoiced in advance of sessions delivered.

16. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.8.21	31.8.20
	£	£
Within one year	846	3,112
Between one and five years	-	846
	<u>846</u>	<u>3,958</u>

17. MOVEMENT IN FUNDS

	At 1.9.20 £	Net movement in funds £	Transfers between funds £	At 31.8.21 £
Unrestricted funds				
General fund	72,206	(43,311)	8,183	37,078
Restricted funds				
Angling activities	5,159	440	-	5,599
Specific staff costs	26,491	(26,091)	(400)	-
Specific project delivery	3,424	-	-	3,424
Uganda child sponsorship	44	-	-	44
Asset purchase and maintenance	27,739	-	(7,283)	20,456
Cambridgeshire youth projects	500	-	(500)	-
Milton Keynes youth projects	-	20,310	-	20,310
PPE Equipment	-	535	-	535
Positive steps programme	-	14,500	-	14,500
	<u>63,357</u>	<u>9,694</u>	<u>(8,183)</u>	<u>64,868</u>
TOTAL FUNDS	<u>135,563</u>	<u>(33,617)</u>	<u>-</u>	<u>101,946</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	215,185	(258,496)	(43,311)
Restricted funds			
Angling activities	4,500	(4,060)	440
Specific staff costs	-	(26,091)	(26,091)
Specific project delivery	17,834	(17,834)	-
Milton Keynes youth projects	25,000	(4,690)	20,310
PPE Equipment	1,000	(465)	535
Positive steps programme	14,500	-	14,500
	<u>62,834</u>	<u>(53,140)</u>	<u>9,694</u>
TOTAL FUNDS	<u>278,019</u>	<u>(311,636)</u>	<u>(33,617)</u>

Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
Unrestricted funds				
General fund	40,844	9,383	21,979	72,206
Restricted funds				
Angling activities	180	4,979	-	5,159
Specific staff costs	14,660	11,831	-	26,491
Specific project delivery	2,828	596	-	3,424
Uganda child sponsorship	42	2	-	44
Asset purchase and maintenance	1,233	48,485	(21,979)	27,739
Cambridgeshire youth projects	500	-	-	500
	<u>19,443</u>	<u>65,893</u>	<u>(21,979)</u>	<u>63,357</u>
TOTAL FUNDS	<u>60,287</u>	<u>75,276</u>	<u>-</u>	<u>135,563</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 AUGUST 2021

17. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	232,495	(223,112)	9,383
Restricted funds			
Angling activities	6,750	(1,771)	4,979
Northamptonshire youth project	500	(500)	-
Specific staff costs	45,809	(33,978)	11,831
Specific project delivery	51,400	(50,804)	596
Uganda child sponsorship	254	(252)	2
Asset purchase and maintenance	50,016	(1,531)	48,485
Carpentry activities	1,400	(1,400)	-
	<u>156,129</u>	<u>(90,236)</u>	<u>65,893</u>
TOTAL FUNDS	<u>388,624</u>	<u>(313,348)</u>	<u>75,276</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

Transfers between funds

The transfers from restricted funds to general funds are done when the conditions of the restricted grants have been met and/or there is no obligation to repay any surplus monies back.

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2021.