

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
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Bedfordshire
MK44 3RZ

27 May 2022

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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					
Skills development	5	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					
Skills development	7	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.

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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	<u>40,844</u>	<u>19,443</u>	<u>60,287</u>

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.