

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**

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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
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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		31.8.24	31.8.23
		£	£
Course and session fees	Activity 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 in funds £	Transfers between funds £	At 31.8.24 £
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.

