

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

CONTENTS

	Page
Reference and Administrative Details of the Company, its Trustees and Advisers	1
Foreword	2 - 3
Trustees' Report	4 - 10
Independent Auditors' Report on the Financial Statements	11 - 14
Consolidated Statement of Financial Activities	15
Consolidated Balance Sheet	16
Company Balance Sheet	17
Consolidated Statement of Cash Flows	18
Notes to the Financial Statements	19 - 39

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

Trustees

J Newman, Chair of Trustees
J Rogers, Chief Executive
A Malhotra, Non-Executive Director
D Langton, Non-Executive Director
E Bannerman, Non-Executive Director
K A Fraser, Non-Executive Director
N L McKenna, Non-Executive Director
R Hill, Non-Executive Director
L Winward, Non-Executive Director
J Abboud, Non-Executive Director
S L Munro, Non-Executive Director
J G Restell, Non-Executive Director

Company registered number 07333911

Charity registered number 1143246 & SC045901

Registered office Vertigo
Cheese Lane
Bristol
BS2 0JJ

Chief executive officer J Rogers

Independent auditors Bishop Fleming LLP
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Bankers HSBC Bank PLC
Cabot Circus
Bristol
BS1 3BA

Solicitors TLT LLP
1 Redcliff Street
Bristol
BS1 6TP

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

FOREWORD
FOR THE YEAR ENDED 30 SEPTEMBER 2024

We are pleased to present our annual report together with the audited consolidated financial statements of the Workforce Development Trust Limited ("the Group") for the year ended 30 September 2024.

This year, the Group reported an income of £9,793,442, excluding profit on disposal, with a surplus of £1,824,255 for the year (2023: surplus of £41,026). This financial health allows us to reinvest in enhancing our service offerings.

During the year, the Group has aided approximately 153,000 individuals to improve their skills and supported over 900 organisations operating in our sectors. Highlights include:

- In the past year, we have enabled over 23,000 apprentices to start their journey within the NHS. With new qualifications including Mammography Associate, Dental Hygienist and Psychological Wellbeing Practitioner, we're helping to ensure the health service has the skills it needs to support physical and mental wellbeing well into the future.
- Our work with a pilot group of Integrated Care Systems and NHS England delivered a comprehensive workforce evaluation for stepdown intermediate care which is now helping to reduce the risk of readmission and promote faster recovery, improving overall patient outcomes.
- Partnering with sector experts, we developed the Level 4 Apprenticeship for domestic and sexual abuse support workers, equipping learners with essential skills for early intervention, specialist advocacy and comprehensive support of survivors. This enhances social care and protective services' capacity to ensure survivors' safety, wellbeing and recovery.
- We partnered with the UK Government's Cabinet Office to consult on the civil contingencies suite of National Occupational Standards (NOS). Engaging over 30 sectors across all four nations, the revised NOS will set a benchmark for competence, shaping recruitment, training and performance management across public and private sectors, and strengthening the UK's resilience to future crises.
- We conducted a vulnerability mapping and local economic assessment across six Jordanian governorates to empower vulnerable youth, women, and Syrian refugees. The study identified key sectors for job creation and entrepreneurship, providing recommendations to improve access and create clear employment pathways.
- Our 3rd annual Inspire Justice Awards was hugely successful, receiving a record number of nominations and celebrating the dedication of 26 finalists from across the broader justice workforce.
- In collaboration with Health Education and Improvement Wales (HEIW), we co-designed a six-workstream programme to address mental health workforce challenges. These efforts support approximately 53,000 mental health patients in Wales, enhancing workforce planning and embedding new roles within the sector.
- Our eLearning courses have empowered more than 102,000 medical professionals to stay up to date. Through the improvements we have made to the content of 16 of our eLearning courses, we estimate to have saved over 140,000 hours of healthcare workers' time spent on training.
- Our research in Out of Court Disposals demonstrated that the effective provision of early interventions and tailored support leads to significant reductions in re-offending rates and alleviates the burden on the criminal justice system, whilst at the same time promoting fairness and equitable access to rehabilitation.
- 94% of NHS Trusts in England and Wales, accounting for approximately 1.19 million healthcare workers, have declared alignment to the Skills for Health Core Skills Training Framework, supporting flexibility and mobility of health sector workers, enabling them to provide better care and respond more effectively to patient needs.
- We helped the London Violence Reduction Unit (VRU) assess the impact of violent knife crime on residents and workers across the city, delivering a strategic needs analysis, resulting in ten evidence-based recommendations. These focus on community cohesion, prevention, early intervention, and stronger collaboration with police, schools, and businesses to create safer communities and provide better opportunities for young people in vulnerable areas.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

FOREWORD (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

Internally we have remained committed to fostering a unified culture across the Group, enabling us to deliver high quality services and support to all the sectors in which we operate. Recognising our strong financial position, the Trustees have committed to a growth strategy from 2024/25 to increase the impact of the excellent work being delivered across the Group



Jeremy Newman
Chair

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Trustees present their Annual Report together with the audited financial statements of the Company for the 1 October 2023 to 30 September 2024. The Annual Report serves the purposes of both a Trustees' Report and a directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Objectives and activities

a. Policies and objectives

To support the development and effective use of workforce skills to provide services for public benefit by, but not limited to:

- Promoting and advancing workforce education, training and skills through the development of frameworks, capabilities, competences, knowledge and qualifications
- Improving the design and implementation of workforce development practices and policies through research, analysis and the provision of insights and expertise
- Providing integrated learning, accreditation and digital solutions that increase the effectiveness of workforce skills development, deployment and management
- Undertaking and assisting in the identification, design and recognition of continuing professional development for individuals and teams

As the UK wide Sector Skills Council for Health and Justice, licensed by the UK Government, the company holds a unique place in these sectors. It is our aim to contribute to the preservation and protection of good health in the United Kingdom by contributing to the strategic development and improvement of the health sector workforce and advancing the education, training and skills of that workforce for the public benefit.

The company will continue to undertake work of this sort to the benefit of the public for the foreseeable future.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Strategies for achieving objectives

The company's overarching strategy continues to be to develop a self-sustaining business model via the provision of a range of products and services to the health and justice sectors that create a better skilled and flexible workforce.

c. Activities undertaken to achieve objectives

During the year ended 30 September 2024 the company has continued to pursue its strategic aims through activities that have included:

- Supported over 153,000 individuals to improve their skills.
- Developed and reviewed over 135 qualifications and frameworks.
- Supported more than 900 organisations to transform approaches to workforce development and implement effective learning strategies and solutions.
- Surveyed over 8,000 individuals to establish skills and workforce needs.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

Achievements and performance

a. Review of activities

All activities are geared towards our vision of organisations "Improving lives through Better skills and Better jobs delivering Better services."

Strategic and operational plans are approved by the Executive Team and our Board. Performance KPIs against objectives are systematically monitored and reviewed regularly at all levels. Specific projects are also evaluated and assessed for impact. Performance, financial management and planning are combined with robust risk management. The Board and Executive Team also periodically assess their own performance.

Once again during 2023/24 the organisation has substantially achieved its objectives as set out in the operational plan.

b. Factors relevant to achieve objectives

The Board continues to function effectively and currently meets five times per year with a number of strategic development activities factored in. It has established robust finance, contracting, personnel and IT systems and recognises the need to secure the future through a sustainable business model.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

Financial review

a. Going concern

The forecast for the following two financial years (FY24/25 and FY25/26) are for operating surpluses of £86k and £298k respectively before investments made as part of the Group's growth strategy. The cashflow projections estimate that cash reserves will remain between £7.5m and £8.0m over the following twelve months, with further positive net cash inflows to follow thereafter.

There are investments planned as part of the Group's growth strategy that is currently in development. These proposals have been approved in principle by the Group Board, though detailed implementation plans are under development. These plans will involve an investment out of reserves of between £1m-£1.5m.

On the basis of the level of existing reserves and forecast increases to those reserves over the next two years, we believe that The Workforce Development Trust Limited Group is and will continue to be a going concern for the foreseeable future

b. Reserves policy

At 30 September 2024, the Workforce Development Trust holds cash reserves of £7.6m and free reserves of £11.5m. Of the balance sheet reserves, £4m is set aside to ensure orderly settlement of the company's contracted liabilities if required. A designated reserve of £0.3m is held for AfC redundancy costs.

Our reserves policy will enable the organisation to navigate difficult market conditions over the next 5 years, ensuring the organisation remains sustainable into the foreseeable future and is able to invest significantly for future growth. Over the next 3 years, we forecast investing £3m from reserves to drive growth.

c. Principal risks and uncertainties

The Workforce Development Trust recognises its obligation to identify and review its exposure to risk. It has agreed strategy and policy documents in place and its risk register is reviewed and monitored by the Governance and Audit Committee on a regular basis with regular reports through to the Board. The key risks identified in 2023/24 were:

- Failure to meet financial plan and achievement of group wide financial targets;
- Cyber-security;
- Delivery of key contracts;
- Competition and reputation; and
- Recruitment and retention of key people.

A series of measures to control, mitigate and minimise the effects of risk are in place, including developing and maintaining a diverse range of products and services and income sources in order to reduce the risk of over reliance on a single source of income and small number of products available for sale.

The company has taken out insurance policies to cover key risks in respect of:

- Employer liability;
- Directors and officers liability;
- Professional indemnity; and
- Combined liability.

**THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

d. Financial review

Total Group incoming resources for the year amounted to £12,095,700 (2023: £10,362,406) and total expenditure £10,271,445 (2023: £10,321,380) resulting in a surplus of £1,824,255 (2023: surplus £41,026).

By far the largest proportion of expenditure related to staffing and overhead costs, which are predominantly fixed. We continue to support and flex our core staff through the use of associates and fixed term contracts in order to meet demand.

As at 30 September 2024 cumulative reserves amounted to £11,510,282.

Structure, governance and management

a. Constitution

The Workforce Development Trust is a company Limited by Guarantee (number 07333911) and is a registered Charity in England (number 1143246) and Scotland (number SC045901). Its governing document is its Memorandum and Articles of Association which was last updated 9 June 2015 and members of the Board of Trustees are also directors of the company in conjunction with the executive directors.

The Workforce Development Trust has two wholly owned trading subsidiaries (2023: two wholly owned trading subsidiaries):

- SFJ Awards Limited (SFJA) - This subsidiary is an awarding body for the Justice Sector. It operates in the UK and overseas. Any profits made by SFJA will be donated back to the Workforce Development Trust under Gift Aid arrangements.
- People 1st International Limited. This subsidiary provides strategic services to the hospitality, retail, travel and aviation sectors from the predecessor body. It operates in the UK and overseas. Any profits made by the subsidiary will be donated back to the Workforce Development Trust under Gift Aid arrangements.

b. Methods of appointment or election of Trustees

The management of the Group and the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association. Often Trustees are recommended by existing Trustees but where necessary the Workforce Development Trust uses search and selection services and open advertising to publicise a Trustee agreed role description and person specification. Irrespective of the source all Trustees go through a rigorous and transparent appointment process prior to formal selection. The People Committee, a subcommittee of the Board, leads this process and makes the necessary recommendations to the full board.

**THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024**

Structure, governance and management (CONTINUED)

c. Organisational structure and decision-making policies

The management of the company and the group is the responsibility of the Trustees (who are elected and co opted under the terms of the Articles of Association) and the Executive Directors (registered as Directors at Companies House) identified below:

The management of the company and the group is the responsibility of the Trustees (who are elected and co opted under the terms of the Articles of Association) and the Executive Directors (registered as Directors at Companies House) identified below:

- John Rogers Chief Executive
- Christos Lucas Finance Director
- Candace Miller Executive Director - retired 31 October 2024

The Executive Directors meet twice a month and have delegated powers to act on behalf of the Board in accordance with an agreed scheme of delegation.

The day to day management of SFJ Awards is the responsibility of:

- The Group Chief Executive
- Finance Director
- Executive Director

The day to day management of People 1st International is the responsibility of:

- The Group Chief Executive
- Finance Director

The Board has an established sub structure, with agreed terms of reference, comprising:

- Finance and Performance Management Committee
- People Committee
- Governance and Audit Committee

The company has the following established operational committees:

- Executive Management Team
- Senior Management Team
- Performance Executive Committee
- Health and Safety Committee
- Information Security Management Systems Committee

d. Policies adopted for the induction and training of Trustees

The Trustees have continued to review governance arrangements during 2023/24.

The Trustees continue to work within the requirements of adopted policies and procedures for the training and induction of Trustees.

e. Pay policy for senior staff

The remuneration of senior staff is determined by the Board of Trustees on the advice of the People Committee on an annual basis.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

Structure, governance and management (CONTINUED)

f. Related party relationships

The SfJA and People 1st International Limited provide a range of services to the sectors and are all wholly owned subsidiaries of the Workforce Development Trust.

Plans for future periods

Future Developments

Developments during 2024/25 will include:

- Significant investment in new products and services to increase our footprint across the sectors in which the Group operates

The Workforce Development Trust faces a number of key opportunities and challenges which will be addressed during the 2024/25 operational year.

Specifically, our prime objectives in 2024/25 will be to:

- Develop and start to implement our growth strategy in line with our Vision
- Continue to leverage the products, services and brands that we operate across the wider WDT footprint
- Achieve the planned financial results for FY2024/25

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.


The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:


J Newman
Chair of Trustees
Date: 8/9/25

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE WORKFORCE DEVELOPMENT TRUST LIMITED

OPINION

We have audited the financial statements of The Workforce Development Trust Limited (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent charitable company's affairs as at 30 September 2024 and of the Group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE WORKFORCE DEVELOPMENT TRUST LIMITED (CONTINUED)

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE WORKFORCE DEVELOPMENT TRUST LIMITED (CONTINUED)

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- we have considered the nature of the industry and sector, control environment and business performance
- we have considered the results of our enquiries of management about their own identification and assessment of the risk of irregularities.
- for any matters identified we have obtained and reviewed documentation of the Companies' policies and procedures relating to:
 - identifying, evaluating, and complying with laws and regulations whether they were aware of any instances of non-compliance;
 - detecting and responding to the risk of fraud and whether they have knowledge of actual, suspected or alleged fraud; and
 - the internal controls established to mitigate the risks of fraud or non-compliance with laws and regulations.
- we have considered the matters discussed among the audit engagement team including the internal tax specialists regarding how and where fraud might occur in the financial statements and potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

- revenue recognition cut off

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the Company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Companies' ability to operate or to avoid a material penalty. These included data protection regulations, health and safety regulations and employment legislation.

Audit response to risks identified

We identified revenue recognition cut off as a key audit matter related to the potential risk of fraud, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE WORKFORCE DEVELOPMENT TRUST LIMITED (CONTINUED)

- of material misstatement or fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



David Butler FCA DChA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming LLP

Chartered Accountants

Statutory Auditors

10 Temple Back

Bristol

BS1 6FL

Date:

8th April 2025

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE) ACCOUNT
FOR THE YEAR ENDED 30 SEPTEMBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Continuing operations 2024 £	Discontinued operations 2024 £	Total funds 2024 £	Continuing operations 2023 £	Discontinued operations 2023 £	Total funds 2023 £
	Note								
Income from:									
Donations and legacies	4	-	5,165	5,165	-	5,165	-	-	-
Charitable activities	5	5,058,315	-	5,058,315	-	5,058,315	5,799,334	-	5,799,334
Other trading activities	6	4,442,758	-	4,303,475	139,283	4,442,758	3,572,440	781,767	4,354,207
Investments	7	287,204	-	287,204	-	287,204	208,865	-	208,865
Other income	8	2,302,258	-	-	2,302,258	2,302,258	-	-	-
Total income		12,090,535	5,165	9,654,159	2,441,541	12,095,700	9,580,639	781,767	10,362,406
Expenditure on:									
Raising funds		3,453,276	-	3,453,276	-	3,453,276	3,990,101	-	3,990,101
Charitable activities		6,818,169	-	6,590,338	227,831	6,818,169	5,597,998	733,281	6,331,279
Total expenditure		10,271,445	-	10,043,614	227,831	10,271,445	9,588,099	733,281	10,321,380
Net movement in funds		1,819,090	5,165	(389,455)	2,213,710	1,824,255	(7,460)	48,486	41,026
Reconciliation of funds:									
Total funds brought forward		9,686,027	-	9,686,027	-	9,686,027	9,645,001	-	9,645,001
Net movement in funds		1,819,090	5,165	(389,455)	2,213,710	1,824,255	(7,460)	48,486	41,026
Total funds carried forward		11,505,117	5,165	9,296,572	2,213,710	11,510,282	9,637,541	48,486	9,686,027

The notes on pages 19 to 39 form part of these financial statements.


THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07333911

CONSOLIDATED BALANCE SHEET
AS AT 30 SEPTEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	13	158,025	330,791
Tangible assets	14	1,772,216	1,792,666
Investments	16	437,500	-
Investment property	15	484,716	484,716
		<u>2,852,457</u>	<u>2,608,173</u>
Current assets			
Debtors	17	2,676,307	1,882,309
Cash at bank and in hand		7,558,013	7,350,879
		<u>10,234,320</u>	<u>9,233,188</u>
Creditors: amounts falling due within one year	18	(1,576,495)	(2,155,334)
Net current assets		<u>8,657,825</u>	<u>7,077,854</u>
Total net assets		<u><u>11,510,282</u></u>	<u><u>9,686,027</u></u>
Charity funds			
Restricted funds:			
Restricted funds	20	5,165	-
Unrestricted funds			
Designated funds	20	300,469	667,000
General funds	20	11,204,648	9,019,027
		<u>11,505,117</u>	<u>9,686,027</u>
Total funds		<u><u>11,510,282</u></u>	<u><u>9,686,027</u></u>

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:


J Newman
Chair of Trustees
Date: 8/4/25

The notes on pages 19 to 39 form part of these financial statements.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07333911

COMPANY STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	13	147,982	300,661
Tangible assets	14	1,764,766	1,789,666
Investments	16	437,502	2
Investment property	15	484,716	484,716
		<u>2,834,966</u>	<u>2,575,045</u>
Current assets			
Debtors	17	3,927,938	3,101,145
Cash at bank and in hand		7,487,044	7,233,977
		<u>11,414,982</u>	<u>10,335,122</u>
Creditors: amounts falling due within one year	18	(1,372,369)	(1,829,794)
Net current assets		<u>10,042,613</u>	<u>8,505,328</u>
Total net assets		<u><u>12,877,579</u></u>	<u><u>11,080,373</u></u>
Charity funds			
Restricted funds:			
Restricted funds	20	5,165	-
Unrestricted funds			
Designated funds	20	300,469	667,000
General funds	20	12,571,945	10,413,373
		<u></u>	<u></u>
Total unrestricted funds	20	12,872,414	11,080,373
Total funds		<u><u>12,877,579</u></u>	<u><u>11,080,373</u></u>

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



J Newman

Chair of Trustees

Date: 5/4/25

The notes on pages 19 to 39 form part of these financial statements.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	(725,092)	(425,296)
Cash flows from investing activities		
Interest received	287,204	208,865
Proceeds from the sale of operations	839,732	-
Purchase of intangible assets	(120,631)	(47,602)
Purchase of tangible fixed assets	(74,079)	(24,786)
Net cash provided by investing activities	932,226	136,477
Change in cash and cash equivalents in the year	207,134	(288,819)
Cash and cash equivalents at the beginning of the year	7,350,879	7,639,698
Cash and cash equivalents at the end of the year	7,558,013	7,350,879

The notes on pages 19 to 39 form part of these financial statements

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

1. GENERAL INFORMATION

The Workforce Development Trust Limited is a charitable company incorporated in England and Wales. The registered office is Vertigo, Cheese Lane, Bristol, BS2 0JJ.

2. ACCOUNTING POLICIES

2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Workforce Development Trust Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 COMPANY STATUS

The company is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2.3 GOING CONCERN

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

The Trustees have assessed the current trading conditions and the financial forecasts, and have considered alternative scenarios. Under all scenarios reviewed the Group has sufficient reserves to enable it to continue as a going concern. For this reason it continues to adopt the going concern basis in preparing the financial statements.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.4 INCOME

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Grants received are recognised in the Statement of Financial Activities as voluntary income and classified as restricted or unrestricted depending on the terms attached to them.

Income on long term contracts is recognised in the Statement of Financial Activities to reflect the proportion of work carried out up to the year end.

Where incoming resources are received in advance they are deferred to the period to which they relate. An analysis of the movement on deferred income is included in note 16.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

2.5 EXPENDITURE

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

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

2.6 BASIS OF CONSOLIDATION

The financial statements consolidate the accounts of the Workforce Development Trust Limited and all of its subsidiary undertakings ('subsidiaries').

The company has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and expenditure account.

The income and expenditure account for the year dealt with in the accounts of the company was £1,621,292 surplus (2023: £42,309 surplus).

2.7 INTEREST RECEIVABLE

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.8 FOREIGN CURRENCIES

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Consolidated Statement of Financial Activities.

2.9 INTANGIBLE ASSETS

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Statement of Financial Activities.

2.10 TANGIBLE FIXED ASSETS AND DEPRECIATION

A capitalised fixed asset is property, such as land buildings and/or equipment with a cost or value equal to or greater than £5,000 at the date of acquisition and which has an expected useful life in excess of one year. Capitalised fixed assets are acquired for the use in normal operations and are not under normal circumstances acquired for resale. All fixed assets are entered into the financial ledger for inventory and financial reporting purposes.

Assets costing less than £5,000 are accounted for in the financial year of purchase and are therefore not capitalised.

Costs to keep as fixed asset in its normal operating condition that do not extend the original useful life of the asset will not be capitalised. These costs are expenses as repairs and maintenance during the year in which they are incurred.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	- straight line over 50 years
Short-term leasehold	- straight line over 5 years, or life of lease if
improvement works	shorter
Fixtures and fittings	- straight line over 5 years
Office equipment	- straight line over 4-5 years

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.11 INVESTMENTS

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

Investments held as fixed assets are shown at cost less provision for impairment.

2.12 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.13 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.14 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.15 FINANCIAL INSTRUMENTS

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.16 OPERATING LEASES

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

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.17 PENSIONS

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

The company operates a defined benefits pension scheme. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102, the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the Statement of Financial Activities represents contributions payable to the scheme in respect of the accounting period.

2.18 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means the actual outcomes could differ from those estimates.

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

Accrued and deferred income from long term contracts:

Long term contract balances are valued based on the stage of completion of the contract at the year end by reference to the costs incurred to year end and the total expected costs of the contract.

Where a contract is expected to be loss making, the balance is written down to the expected recoverable amount at the year end.

Operating lease commitments:

The company has entered into commercial property leases as a lessee for the use of property and equipment. The classification of such leases as operating or finance lease requires the company to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Statement of Financial Position.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

4. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Grants	5,165	5,165	-

5. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Education and training	5,058,315	5,058,315	5,799,334
TOTAL 2023	5,799,334	5,799,334	

6. INCOME FROM OTHER TRADING ACTIVITIES

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Completion	1,943,829	1,943,829	1,207,881
Consultancy	995,575	995,575	1,243,104
Registrations	1,189,353	1,189,353	1,475,998
Other	314,001	314,001	427,224
	4,442,758	4,442,758	4,354,207
TOTAL 2023	4,354,207	4,354,207	

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

7. INVESTMENT INCOME

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	287,204	287,204	208,865
	<u>287,204</u>	<u>287,204</u>	
TOTAL 2023	208,865	208,865	
	<u>208,865</u>	<u>208,865</u>	

8. OTHER INCOMING RESOURCES

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Profit from the sale of operations	2,302,258	2,302,258	-
	<u>2,302,258</u>	<u>2,302,258</u>	

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Education and training	4,594,721	2,223,448	6,818,169	6,331,279
	<u>4,594,721</u>	<u>2,223,448</u>	<u>6,818,169</u>	
TOTAL 2023	4,030,638	2,300,641	6,331,279	
	<u>4,030,638</u>	<u>2,300,641</u>	<u>6,331,279</u>	

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF DIRECT COSTS

	Education and Training 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	3,275,583	3,275,583	3,137,043
Depreciation	173,972	173,972	398,388
Consultancy	912,988	912,988	303,395
Bad debt provision	12,665	12,665	7,812
Travel and subsistence	88,507	88,507	98,230
Subscriptions	36,938	36,938	27,544
Apprenticeships	95,740	95,740	55,718
VAT adjustments	(1,346)	(1,346)	1,530
Difference on foreign exchange	(326)	(326)	978
	4,594,721	4,594,721	4,030,638
TOTAL 2023	4,030,638	4,030,638	

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Education and Training 2024 £	Total funds 2024 £	Total funds 2023 £
Staff costs	931,551	931,551	1,259,021
Insurance	75,919	75,919	71,817
Bank charges	9,380	9,380	7,683
Office costs	28,007	28,007	38,324
Staff recruitment	60,283	60,283	104,407
Agency and other staff costs	116,507	116,507	5,710
Professional fees	11,787	11,787	15,578
Premises costs	132,984	132,984	122,606
Computer costs	642,824	642,824	542,981
Travel and subsistence	23,545	23,545	13,745
Advertising and promotion	166,422	166,422	93,269
Governance costs	24,239	24,239	25,500
	<u>2,223,448</u>	<u>2,223,448</u>	<u>2,300,641</u>
TOTAL 2023	<u>2,300,641</u>	<u>2,300,641</u>	

10. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets	94,529	99,878
Amortisation of intangible fixed assets	100,655	352,548
Auditors remuneration	26,020	23,500
Operating lease rentals	20,750	20,750

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

11. STAFF COSTS

	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
Wages and salaries	5,543,398	5,475,970	3,601,459	3,746,379
Social security costs	404,422	419,274	404,422	419,274
Contribution to defined contribution pension schemes	220,754	236,572	220,754	236,572
	6,168,574	6,131,816	4,226,635	4,402,225

The average number of persons employed by the Company during the year was as follows:

	Group 2024 No.	Group 2023 No.
Operational Staff	103	110

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	8	8
In the band £70,001 - £80,000	5	3
In the band £80,001 - £90,000	2	4
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	2	-
In the band £140,001 - £150,000	1	1

Total termination payments amounted to £101,500 in the year (2023: £Nil).

The key management personnel comprise the Trustees and the Senior Management Team. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services was £635,581 (2023: £714,952).

12. TRUSTEES' REMUNERATION AND EXPENSES

In line with the provision in the governing document of the charity; the post of Chair is a remunerated position; and the Chief Executive only receives remuneration in respect of services provided undertaking the role of Chief Executive, finance and learning services and consultancy, and not in respect of services as a Trustee. Other Trustees have received payments from the charity in respect of their roles as Trustees, these Trustees will receive remuneration until their current term of office comes to an end. The value of Trustees remuneration, including employers pension costs, for the year was as follows; J Newman (Chair) £29,673 (2023: £29,691), J Rogers (Chief Executive) £222,312 (2023: £167,824).

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

13. INTANGIBLE ASSETS

GROUP

	Develop- ment £	Goodwill £	Total £
COST			
At 1 October 2023	2,113,323	370,883	2,484,206
Additions	67,823	52,808	120,631
Disposals	(1,403,992)	-	(1,403,992)
At 30 September 2024	777,154	423,691	1,200,845
AMORTISATION			
At 1 October 2023	1,812,662	340,753	2,153,415
Charge for the year	47,526	20,087	67,613
On disposals	(1,178,208)	-	(1,178,208)
At 30 September 2024	681,980	360,840	1,042,820
NET BOOK VALUE			
At 30 September 2024	95,174	62,851	158,025
At 30 September 2023	300,661	30,130	330,791

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

13. INTANGIBLE ASSETS (CONTINUED)

COMPANY

	Develop- ment £	Goodwill £	Total £
COST			
At 1 October 2023	2,095,563	-	2,095,563
Additions	67,823	52,808	120,631
Disposals	(1,403,992)	-	(1,403,992)
At 30 September 2024	759,394	52,808	812,202
AMORTISATION			
At 1 October 2023	1,794,902	-	1,794,902
Charge for the year	47,526	-	47,526
On disposals	(1,178,208)	-	(1,178,208)
At 30 September 2024	664,220	-	664,220
NET BOOK VALUE			
At 30 September 2024	95,174	52,808	147,982
At 30 September 2023	300,661	-	300,661

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

14. TANGIBLE FIXED ASSETS

GROUP AND COMPANY

	Freehold property £	Short-term leasehold property £	Fixtures and fittings £	Office equipment £	Total £
COST OR VALUATION					
At 1 October 2023	1,653,469	120,057	164,703	495,306	2,433,535
Additions	26,775	-	16,023	31,281	74,079
At 30 September 2024	1,680,244	120,057	180,726	526,587	2,507,614
DEPRECIATION					
At 1 October 2023	40,206	120,057	64,630	415,976	640,869
Charge for the year	19,650	-	28,312	46,567	94,529
At 30 September 2024	59,856	120,057	92,942	462,543	735,398
NET BOOK VALUE					
At 30 September 2024	1,620,388	-	87,784	64,044	1,772,216
At 30 September 2023	1,613,263	-	100,073	79,330	1,792,666

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

15. INVESTMENT PROPERTY

GROUP AND COMPANY

**Freehold
investment
property
£**

VALUATION

At 1 October 2023

484,716

At 30 September 2024

484,716

16. FIXED ASSET INVESTMENTS

**Unlisted
investments
£**

GROUP

COST OR VALUATION

Additions

437,500

AT 30 SEPTEMBER 2024

437,500

NET BOOK VALUE

AT 30 SEPTEMBER 2024

437,500

COMPANY

Shares in group undertakings £	Unlisted investments £	Total £
---	---------------------------------------	--------------------

COST OR VALUATION

At 1 October 2023

2

-

2

Additions

-

437,500

437,500

AT 30 SEPTEMBER 2024

2

437,500

437,502

NET BOOK VALUE

AT 30 SEPTEMBER 2024

2

437,500

437,502

AT 30 SEPTEMBER 2023

2

-

2

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

16. FIXED ASSET INVESTMENTS (CONTINUED)

On 12 December 2023, the trust acquired 137,578 ordinary shares in Lantum Limited (07529895) representing an 1.75% shareholding. The shares have been valued at £437,500 on acquisition.

There was no change to the fair value of the shares at the balance sheet date.

17. DEBTORS

	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
DUE WITHIN ONE YEAR				
Trade debtors	998,958	1,152,601	327,811	430,189
Amounts owed by group undertakings	-	-	2,033,376	2,068,540
Other debtors	1,053,502	907	1,052,557	-
Prepayments and accrued income	623,847	728,801	514,194	602,416
	2,676,307	1,882,309	3,927,938	3,101,145

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
Trade creditors	223,549	346,147	110,810	215,961
Amounts owed to group undertakings	-	-	297	-
Other taxation and social security	266,898	222,589	266,898	222,589
Other creditors	97,961	100,636	97,961	100,636
Accruals and deferred income	988,087	1,485,962	896,403	1,290,608
	1,576,495	2,155,334	1,372,369	1,829,794

	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
Deferred income at 1 October 2023	1,315,492	1,849,671	1,183,212	1,701,197
Resources deferred during the year	676,579	1,315,492	636,351	1,183,212
Amounts released from previous periods	(1,315,492)	(1,849,671)	(1,183,212)	(1,701,197)
	676,579	1,315,492	636,351	1,183,212

At the balance sheet date the group was holding funds received in advance for projects spanning the year end. Income has been included in the SOFA to represent the stage of completion of these projects and the excess has been deferred as appropriate.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

19. DISCONTINUED OPERATIONS

On 12 December 2023, the trust sold the rostering business operations to Lantum Limited (Company Number: 07529895) for total consideration valued at £3.45m. The proceeds include cash and shares within the acquiring company.

The sale generated a profit of £2.3m which has been treated as other incoming resources in the Statement of Financial Activities.

The income and expenditure relating to the rostering business has been classed as discontinued operations in the Statement of Financial Activities.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

20. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 October 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 September 2024 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Future staff liabilities	667,000	-	-	(366,531)	300,469
GENERAL FUNDS					
General Funds	9,019,027	12,090,535	(10,271,445)	366,531	11,204,648
TOTAL UNRESTRICTED FUNDS	9,686,027	12,090,535	(10,271,445)	-	11,505,117
RESTRICTED FUNDS					
Solar Panel Grant	-	5,165	-	-	5,165
TOTAL OF FUNDS	9,686,027	12,095,700	(10,271,445)	-	11,510,282

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

20. STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 October 2022 £	Income £	Expenditure £	Transfers in/out £	Balance at 30 September 2023 £
UNRESTRICTED FUNDS					
DESIGNATED FUNDS					
Future staff liabilities	617,575	-	-	49,425	667,000
GENERAL FUNDS					
General Funds	9,027,426	10,362,406	(10,321,380)	(49,425)	9,019,027
TOTAL UNRESTRICTED FUNDS	9,645,001	10,362,406	(10,321,380)	-	9,686,027

DESIGNATED FUNDS

This fund has built up prior to and on transition to cover potential future staff liabilities arising from the TUPE of staff from Skills for Health. Following staff changes since 2013, a significant proportion of this fund was released to leave a balance reflective of the current estimate of potential future staff liabilities in relation to those individuals.

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT PERIOD

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,767,051	5,165	1,772,216
Intangible fixed assets	158,025	-	158,025
Fixed asset investments	437,500	-	437,500
Investment property	484,716	-	484,716
Current assets	10,234,320	-	10,234,320
Creditors due within one year	(1,576,495)	-	(1,576,495)
TOTAL	11,505,117	5,165	11,510,282

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

21. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	1,792,666	-	1,792,666
Intangible fixed assets	330,791	-	330,791
Investment property	484,716	-	484,716
Current assets	9,233,188	-	9,233,188
Creditors due within one year	(2,155,334)	-	(2,155,334)
TOTAL	9,686,027	-	9,686,027

22. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group 2024 £	Group 2023 £
Net income for the period (as per Statement of Financial Activities)	1,824,255	41,026
ADJUSTMENTS FOR:		
Depreciation charges	94,529	99,878
Amortisation charges	133,697	352,548
Dividends, interests and rents from investments	(287,204)	(208,865)
Profit from the sale of operations	(2,302,258)	-
Decrease in debtors	118,940	20,226
Decrease in creditors	(307,051)	(730,392)
NET CASH USED IN OPERATING ACTIVITIES	(725,092)	(425,579)

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	Group 2024 £	Group 2023 £
Cash in hand	7,558,013	7,350,879
TOTAL CASH AND CASH EQUIVALENTS	7,558,013	7,350,879

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

24. ANALYSIS OF CHANGES IN NET DEBT

	At 1 October 2023	Cash flows	At 30 September 2024
	£	£	£
Cash at bank and in hand	7,350,879	207,134	7,558,013
	<u>7,350,879</u>	<u>207,134</u>	<u>7,558,013</u>

25. CONTINGENT ASSET

The Trust has recognised a contingent asset at 30 September 2024, for the contingent consideration from the sale of the rostering division occurring on 12 December 2023. This consideration is made up of a maximum of £875,000 cash and shares to the value of £312,500.

Receipt of part or all of this contingent consideration is dependent on the proportion of customer contracts retained by the division under new ownership. The Trust estimates that the consideration would amount to a total value of £1,052,557.

26. PENSION COMMITMENTS

The company's employees belong to three principal pension schemes. The NHS pension scheme for eligible staff which is a defined benefit scheme. Staff are offered a defined contributions scheme administered by the National Employment Savings Trust. An Aviva pension scheme was brought in during the year ended 30 September 2015 on transfer from JSSC.

NHS Scheme

Only NHS employees TUPE'd over from the University Hospitals Bristol NHS Trust belong to the NHS scheme, which is a multi-employer defined benefit pension scheme. As the company is unable to identify its share of the assets and liabilities of the scheme on a consistent and reliable basis, the scheme is treated by the company as if it were a defined contribution scheme, in accordance with Section 28 of FRS 102.

The pension cost charge represents contributions payable by the company to the scheme and amounted to £52,077 (2023: £46,398). Contributions totalling £8,242 (2023: £11,149) were payable to the scheme at the balance sheet date and are included in creditors

Defined Contribution Schemes

The assets of these schemes are held separately from those of the company independently administered funds. The pension cost charge represents contributions payable by the company to the funds and amounted to £258,886, two funds (2023: £397,331, two funds). Contributions totalling £38,926 (2023: £37,525) were payable to the funds at the balance sheet date and are included in creditors.

THE WORKFORCE DEVELOPMENT TRUST LIMITED
(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

27. OPERATING LEASE COMMITMENTS

At 30 September 2024 the Group and the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £	Group 2023 £	Company 2024 £	Company 2023 £
Not later than 1 year	15,562	20,750	15,562	20,750
Later than 1 year and not later than 5 years	-	15,562	-	15,562
	15,562	36,312	15,562	36,312

28. RELATED PARTY TRANSACTIONS

The Workforce Development Trust Limited is claiming the exemption under FRS 102 Section 33 not to disclose transactions with wholly owned subsidiaries.

29. POST BALANCE SHEET EVENTS

On 31 March 2025, the Company acquired 100% of the share capital of I-Can Qualifications Ltd (ICQ). The transaction, factoring in initial and contingent consideration, is expected to generate around £3m in goodwill. ICQ offers the Group the potential to expand its reach, operating in new market segments, and increase its impact.

30. PRINCIPAL SUBSIDIARIES

The following were subsidiary undertakings of the Company:

Names	Company number	Equity shareholding %	Basis of control
SFJ Awards Limited	06926458	100%	Fully owned and controlled
People 1st International Limited	11332207	100%	Fully owned and controlled

The financial results of the subsidiaries for the year were:

Names	Income £	Expenditure £	Profit/(Loss) for the year £	Net assets/(net liabilities) £
SFJ Awards Limited	3,206,934	(2,973,761)	233,173	1
People 1st International Limited	1,235,824	(1,201,075)	34,749	(1,367,300)