

# COMMUNITY EDUCATION ACADEMY OF LEADERSHIP

England & Wales · Charity number 1144675

## Details

---

**Other names** CEAL

**Status** Registered

**Legal form** Charitable company

**Company number** [07380030](#)

**Registered** 2011-11-15

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** Greets Green Community Enterprise  
157  
Wood Lane  
West Bromwich  
West Midlands

**Phone** 01215582249

**Email** [ceal01@outlook.com](mailto:ceal01@outlook.com)

**Website** [www.ceal.org.uk](http://www.ceal.org.uk)

## Activities

---

**Objects:** TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY PROMOTING INNOVATIVE SERVICES TO YOUNG PEOPLE AND ADULTS IN WEST MIDLANDS AND ITS SURROUNDING AREAS.

**Activities:** Leadership opportunities School support Partnerships Mentoring IAG? sBid writing Family learning Enterprise Start up support Business workshops Young enterprise training Home school links Preparation for work based experience Parents? employability skills training Healthy life styles Seminars

## Classification

---

- **How:** Makes Grants To Organisations, Provides Services
- **What:** Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, The General Public/mankind

## Geography

---

- Birmingham City
- Dudley
- Sandwell
- Walsall
- Wolverhampton
- Throughout London

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2024-09-30	£46,572	£58,029	-	-
2023-09-30	£76,593	£59,877	-	-
2022-09-30	£15,210	£22,741	-	-
2021-09-30	£93,179	£92,375	-	-
2020-09-30	£43,559	£29,375	-	-

## Trustees

---

Name	Role	Appointed
Dr CHRISTOPHER ADRIAN JOHNSON	Chair	2015-10-29
Devinder Riat		2016-10-19
Glenys Jones Ms		2011-04-18
SHIVARJUN SINGH BHOGAL		2015-10-29

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

England & Wales - Charity number 1144675

---

# Accounts

---



---

**ANNUAL REPORT**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(CEAL)**

---

**FOR THE YEAR ENDED 30TH SEPTEMBER 2024**



**Company number 07380030 & Charity number 1144675**

## **1. INTRODUCTION**

**1.1.** 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 30 September 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

## **2. REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

07380030 (England and Wales)

### **3. Registered Charity number**

1144675

### **4. Registered office**

Wood Lane Business Centre  
157 Wood Lane  
West Bromwich  
West Midlands  
B70 9PT.

### **5. Trustees**

- 1) Dr. Christopher A Johnson
- 2) Devinder Riat
- 3) Dr. Manjit Gill
- 4) Shivarjun Singh

### **Company Secretary**

G Jones

## **5. 1. STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Community Education Academy of Leadership (CEAL) was incorporated as a Company Limited by Guarantee 17 September 2010 and a registered 15 November 2011. Based on its Memorandum and Articles of Association, in the event that the company is wound-up, members are required to contribute an amount not exceeding £10.

### **5. 2. Recruitment and Appointment of New Trustees**

**5. 2. 1.** The Directors of the company are also Charity Trustees for the purposes of Charity Law and under the company's Articles are known as

Members of the Management Committee. Under such requirements, they are elected to serve for 12 months after which they must seek re-election at the Annual General Meeting. All members of the Management Committee give their time voluntarily and only receive benefits when offering services in areas of their specialism on funded projects. Expenses reclaimed from the charity are set out in note 7 in the Articles of Association.

**5. 2. 2.** CEAL's charitable objects mean that much of its work is focused on young people and adults of all age groups from disadvantaged backgrounds, experiencing incidences of economic deprivation and social exclusion.

**5. 2. 3.** Members of the Management Committee reflect the diversity of the organisation's service users and as such Trustees, have been recruited to ensure that the policy of inclusiveness remains. The charity seeks to recruit Trustees with a variety of competencies including experiences in areas such as education, administration, business consulting, IT, education, legal, project development and social welfare.

**5. 2. 4.** The charity has a *Quality Control Handbook* that outlines the roles and responsibilities of the Management Committee; it also includes a skillset assessment when Trustee positions are being publicised.

### **5. 3. Organisational Structure**

**5. 3. 1.** The charity has a Management Committee comprising 4 members who meet quarterly and are responsible for strategic policy and direction of the organisation. A designated Manager has responsibility for day-to-day operations that include marketing, partnership and overseeing publicly funded projects whilst ensuring that all initiatives are delivered according to project specification. The Manager presents reports of all project activities at AGM Meetings.

### **5. 4. Risk management: Responsibilities of the Management Committee**

**5. 4. 1.** Company Law requires the Management Committee to prepare financial statements for each financial year which give a true and fair assessment of the state of the affairs of the charitable company, as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing these financial statements, the Management Committee should follow best practice and:

- " select suitable accounting policies and then apply them consistently;
- " make judgements and estimates that are reasonable and prudent; as well
- " prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

**5. 4. 2.** The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable Directors/Trustees to ensure that the financial statements comply with the Companies Act 1985. The Committee's functions also entail safeguarding the assets of the charitable company, hence taking reasonable steps to prevent and detect fraud and related irregularities.

#### **5. 5. Members of the Management Committee**

**5. 5. 1.** Members of the Management Committee, who are Directors for the purpose of Company Law and Trustees for the purpose of Charity Law, who served during the year and up to the date of this report, are set out on page 3. In accordance with Company Law as the company's directors, we certify that:

- " so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- " as the Directors of the company we have taken all the steps that we ought to have, in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

#### **6. OBJECTIVES AND ACTIVITIES: AIMS**

**6. 1.** Our charity's purpose as set out in the objects contained in the company's Memorandum of Association is to:

*"Advance education for the public benefit by promoting innovative services to young people and adults in the West Midlands and surrounding areas".*

## **6. 2. Ensuring our work delivers our aims**

**6. 2. 1.** We conduct yearly reviews of our aims, objectives and activities. We evaluate our annual key activities, measuring them by the successes realised including those groups and organisations we partner with.

**6. 2. 2.** The review also helps us to ensure our aims, objectives and activities remain focused on our stated purpose. We often refer to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning future activities and events. In particular, the Trustees consider how planned activities will contribute to the overall goals set by our charity.

## **6. 3. The focus of our work**

**6. 3.1.** This comprised various initiatives on community education and employability skills training for disadvantaged groups. The charity is guided by local and national priorities that reflect the political and social climate that all enable CEAL's strategic focus on finding practical solutions to unemployment, offering organisational support and IAG, capacity building through arts and heritage, health along with training development opportunities.

**6. 4. Significant Activities -** How our activities deliver public benefit? The following major projects were concluded during the accounting year ending 2022.

## **6.5: Summary of the CHaW Project Evaluation Report**

### **6. 6. Introduction and Background**

**6. 6. 1.** The CHaW (Community Health and Wellness) project was established by CEAL (Community Engagement and Learning) with funding from the National Lottery Community Fund. The initiative, launched in November 2022, aimed to promote eight dimensions of wellness—Emotional, Environmental, Financial, Intellectual, Physical, Social, Spiritual, and Occupational health—within diverse communities in Sandwell Borough, West Midlands. CEAL's approach to the project was rooted in insights gained from a study on the post-pandemic challenges experienced by citizens following COVID-19.

**6. 6. 2.** The project's goals were to engage economically and socially excluded groups, foster a sense of community, and make optimal use of local facilities while addressing health inequalities. Through partnerships

with faith organizations, educational institutions, and other community agencies, CEAL aimed to deliver culturally sensitive wellness programs.

## **6. 7. Project Launch and Implementation**

**6. 7. 1.** The CHaW project was officially launched on November 14, 2022, alongside the celebration of CEAL's 20th anniversary and the release of a book authored by CEAL's Chair, Dr. Christopher A. Johnson. The event attracted over 100 dignitaries and participants from various sectors.

**6. 7. 2.** Following the launch, CEAL conducted induction seminars to train staff, orienting them on roles, expectations, and delivery methods. Collaborative consultations with stakeholders were held to tailor the programs according to community needs, ensuring the safeguarding of vulnerable participants.

## **6. 8. Engagement Methods**

The project employed diverse methods of engagement, ranging from one-on-one discussions and assessments to routine evaluations and feedback collection. These methods helped CEAL create personalized action plans for participants and refine wellness sessions based on community feedback.

## **6. 9. Wellness Themes**

**6. 9. 1.** The CHaW project focused on eight wellness dimensions that were integrated into sessions tailored for participants. Below are the themes and major outcomes:

- a)** Emotional Wellness: Participants learned to better understand and respond to their feelings.
- b)** Environmental Wellness: Sessions encouraged participants to create sustainable environmental plans.
- c)** Financial Wellness: Participants were guided to develop financial wellness strategies.
- d)** Intellectual Wellness: Activities fostered intellectual growth through cultural and community involvement.
- e)** Occupational Health: Participants were invited to set SMART goals for personal career development.

- f) Physical Wellness: Sessions emphasized healthy lifestyles and self-discipline.
- g) Social Wellness: Participants created social wellness plans to strengthen community ties.
- h) Spiritual Wellbeing: Sessions included mindful relaxation and shared spiritual experiences.

## **6. 10. Diverse Provision**

Recognising the unique needs of various groups, CEAL customized its activities to suit different communities. Faith groups participated in arts and health awareness sessions, while library patrons engaged in culinary activities and healthy eating programs. Students explored practical solutions for environmental and occupational challenges. Gender-specific activities were designed, with men focusing on mental and physical health issues and women exploring emotional and psychological wellness.

## **6. 11. Participant Involvement**

The CHaW project attracted over 975 participants, surpassing its original target of 500. These participants came from various ethnic backgrounds, including South Asians, Caribbean, English, East Europeans, and mixed heritage individuals. Activities were held at community centers, libraries, places of worship, and other local venues. CEAL fostered collaboration across public, private, and civic sectors, organizing events tied to cultural celebrations like Chinese New Year, Eid al-Adha, and Global Enterprise Week.

## **6. 12. Stakeholder Collaboration**

The success of the project relied heavily on CEAL's ability to build trust and partnerships. Collaborations with faith organizations, libraries, and educational institutions helped create a wellness coalition that reflected cultural pluralism and social cohesion.

## **6. 13. Project Impacts**

The CHaW project demonstrated significant impacts on individual and community wellbeing. Key outcomes included improved health awareness, increased community ownership of wellness activities, and reduced health inequalities. Feedback from participants highlighted the

sessions' informative and empowering nature, with many expressing interest in continuing similar programs.

## 6. 14. Challenges and Opportunities

- A) While the project achieved notable success, it was not without challenges. Securing consistent support from schools proved difficult, and collaboration with publicly funded organisations was often hindered by delayed responses. Participants' diverse understandings of "wellness" required flexible, adaptive programming. Additionally, older community members needed tailored support to ensure inclusive access, and some youth initiatives were seen as reactive rather than preventative—highlighting a need for more anticipatory strategies.
- B) Yet within these challenges lay significant opportunities. By forging meaningful partnerships with faith groups, the project unlocked trusted community spaces and channels for engagement. Capacity-building efforts strengthened local infrastructure, enabling emerging leaders and organisations to flourish. Cultural exchange programmes and interfaith events created rich, inclusive spaces for dialogue and healing, while CEAL's pivotal role in launching and supporting wellness agencies extended the project's reach far beyond its original scope. International seminars further amplified local voices, showcasing community-driven solutions on a global stage.

## 7. Recommendations

The evaluation report outlined several recommendations for enhancing health and wellness initiatives:

- A) *Community-Led Innovation*: Championing co-designed and co-delivered programmes with grassroots groups to ensure relevance, ownership, and sustainable impact.
- B) *Targeted Signposting*: Providing personalised referrals to specialised support agencies, enabling participants to access intensive, expert-led interventions where needed.
- C) *Asset-Based Community Development*: Unlocking and mobilising local skills, knowledge, networks, and infrastructure to foster empowered, self-sustaining communities.

- D) *Strategic Partnerships*: Driving cross-sector collaboration with local authorities, voluntary organisations, and community-based institutions to maximise collective reach and efficiency.
- E) *Integrated Healthcare Linkages*: Strengthening operational connections with health trusts, GPs, and social care professionals to ensure holistic, culturally responsive care pathways.
- F) *Knowledge Sharing and Dissemination*: Convening high-impact forums and conferences to share best practices, amplify learning, and promote innovation in health and wellbeing.
- G) *Advocacy Through Procurement*: Influencing NHS commissioning frameworks and advocating for equitable procurement policies that prioritise outcomes for ethnic minority communities.

## 8. Conclusion

The evaluation of the CHaW (Community Health and Wellness) project underscored CEAL's unwavering commitment to delivering *culturally sensitive* and *inclusive* health and wellbeing initiatives. Through strategic engagement with diverse communities and the cultivation of collaborative partnerships, the project achieved measurable progress in enhancing wellbeing and tackling entrenched health inequalities. The findings outlined in the report provide a robust foundation for the development of future initiatives, serving as a strategic roadmap for delivering sustainable, community-led wellness solutions that are responsive to the needs and aspirations of marginalised groups.

## 9 Investment policy and objectives

9. 1. Currently, the charity has no investment policy and at times survives on a traditional shoestring budget to cover its continuous operating costs. However, we are exploring newer opportunities to sustain our operations via partnerships locally, nationally as well as internationally.

### 9. 1 FINANCIAL REVIEW

9. 2. **Reserves policy**- our reserve policy is up to £5k and remains unchanged from the last financial year.

## 10 FUTURE DEVELOPMENTS

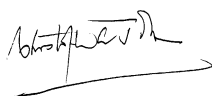
10.1 As a registered charity, CEAL remains steadfast in fulfilling its aims and objectives through the delivery of a wide range of initiatives, as

outlined in its governance framework. Looking ahead, we are committed to developing new services and programmes aligned with the evolving needs of our communities and the priorities of funding bodies.

In pursuit of a robust diversification strategy, CEAL will proactively innovate and tailor its services to engage with emerging and underutilised funding streams. We will also strengthen and expand our collaborative relationships with Job Centre Plus, educational institutions, schools, and other strategic stakeholders. These efforts will be underpinned by a commitment to long-term sustainability, supported through targeted procurement and competitive tendering processes. Our strategic priorities include:

- A)** Cultivating stronger, purpose-driven alliances with credible partners, including enhanced collaboration with schools, academies, and other influential organisations.
- B)** Developing and commercialising CEAL's services and products to broaden reach and generate sustainable income.
- C)** Empowering local creative practitioners, emerging entrepreneurs, and volunteers by investing in their skills and capacity for innovation.
- D)** Promoting and delivering our capacity-building and project management services to support the development of peer organisations.
- E)** Deepening partnerships with further education institutions and multi-agency networks to co-create programmes of shared value and mutual interest.
- F)** Identifying and advancing culturally responsive and needs-led opportunities for minority ethnic communities, with a focus on addressing underrepresented challenges and aspirations.

Approved by order of the Board of Trustees on 20 June 2025 and signed on its behalf by:



**Dr Christopher Johnson (Chair)**

Registered Charity number  
1144675  
Registered Company number  
07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2024**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh( IT Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered Charity number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2024 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 charitys 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 examiners statement**

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 that:

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 the 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 account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

28 June 2025

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2024**

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	2023 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	157	942	1,099	1,281
		<u>157</u>	<u>942</u>	<u>1,099</u>	<u>1,281</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Investments held as current assets	6	-	-	-	-
Cash at bank and in hand		569	6,396	6,965	21,093
		<u>569</u>	<u>6,396</u>	<u>6,965</u>	<u>21,093</u>
<b>Creditors: amounts falling due within one year</b>		(500)	-	(500)	(2,188)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	226	-	226	1,198
Income Funds ( restricted)	8	-	7,338	7,338	18,988
<b>Trustees' funds</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 28 June 2025

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME**  
**AND EXPENDITURE ACCOUNT)**  
**for the year ended 30 September 2024**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2024	2024	2024	2023
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	46,291	46,291	76,420
Voluntary income	0	0	0	0
Other Income	281	0	281	173
Jrs Grants	0	0	0	0
<b>Project Management</b>	<u>281</u>	<u>46,291</u>	<u>46,572</u>	<u>76,593</u>
<b>Charitable Activities</b>				
Project Management	-	15,632	15,632	14,633
Volunteer expenses	-	478	478	340
Set up costs	-	663	663	-
Insurance	398	-	398	320
Computers and software	-	720	720	-
Room Hire	-	3,968	3,968	4,815
Training	-	2,304	2,304	2,089
Advertising and PR	-	-	0	231
Evaluation reports	-	2,600	2,600	-
Telephone and internet	304	304	608	632
Equipment expenses	-	768	768	250
Premises expenses	-	-	0	35,141
Salaries and Pensions	-	30,128	30,128	500
Accountancy	500	-	500	-
Stationery and printing	-	210	210	-
Sundry expenses	35	-	35	-
Credit charges	-	-	0	196
Depreciation -Restricted	17	-	17	20
Depreciation -Unrestricted	-	166	166	-
Distribution costs	-	-	0	-
Wages and salaries	-	-	0	-
Directors' salaries	-	-	0	606
Pensions	-	-	0	103
Travel and subsistence	-	-	0	-
Office expenditure	-	-	0	-
Temporary staff and recruitment	-	-	0	-
<b>Sub Total</b>	<u>1,254</u>	<u>- 57,941</u>	<u>59,195</u>	<u>59,876</u>
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>(973)</u>	<u>(11,650)</u>	<u>(12,623)</u>	<u>16,717</u>
	-	-	-	-
<b>Total Funds Brought Forward</b>	<u>1,200</u>	<u>18,986</u>	<u>20,186</u>	<u>20,186</u>
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>227</u>	<u>7,336</u>	<u>7,563</u>	<u>20,186</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 30 September 2024**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met: the trustees are virtually certain that they will receive the resources: and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2024**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life. as follows:

Fixture and fittings -10% Reducing Value  
Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basic Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Employees**

Average number of persons employed by the company

2024 Number	2023 Number
<u>2</u>	<u>1</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2024

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2024

	Unrestric Funds	Restrictor Funds	Total 2024	Total Funds 2023
	2024	2024	2024	2023
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	46291	46291	76,420
Voluntary income	0	0	0	0
Other Income	281	0	281	173
Jrs Grants	0	0	0	0
	<u>281</u>	<u>46291</u>	<u>46572</u>	<u>76,593</u>
<b>Charitable Activities</b>				
Project Management	0	15632	15632	14,633
Volunteer expenses	0	478	478	340
Set up costs	0	663	663	-
Computers and software	0	720	720	-
Room Hire	3968	0	3968	4,815
Training	0	2304	2304	2,089
Advertising and PR	0	0	0	231
Evaluation reports	0	2600	2600	-
Telephone and internet	608	0	608	632
Premises expenses	0	0	0	250
Salaries and Pensions	0	30128	30128	35,141
Accountancy	500	0	500	500
Stationery and printing	0	210	210	-
Sundry expenses	35	0	35	-
Credit charges	0	0	0	-
Depreciation -Restricted	17	0	17	196
Depreciation -Unrestricted	0	166	166	20
Distribution costs	0	0	0	-
Wages and salaries	0	0	0	-
Pensions	0	0	0	-
Travel and subsistence	0	0	0	606
Office expenditure	0	0	0	103
<b>Sub Total</b>	<u>5,128</u>	<u>52,901</u>	<u>58,029</u>	<u>59,556</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2024**

0 0

**3 Tangible fixed assets**

		<b>Total £</b>
<b>Cost</b>		
At 1 October 2023	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2024	-	<u>6488</u>
<b>Depreciation</b>		
At 1 October 2023	-	5207
Charge for the year	-	<u>182</u>
At 30 September 2024	-	<u>5389</u>
<b>Net book value</b>		
At 30 September 2024	-	<u>1098</u>
At 30 September 2023	-	<u>1282</u>
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2024 £</b>	<b>2023 £</b>
At 1 October 2023	-	<u>0</u>
At 30 September 2024	<u>227</u>	<u>0</u>

**8 Funds Restricted**

	<b>2024 £</b>	<b>2023 £</b>
	7,338	<u>0</u>
At 30 September 2024	<u>7338</u>	<u>0</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

Registered Charity number  
1144675  
Registered Company number  
07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2024**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh( IT Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered Charity number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2024 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 charitys 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 examiners statement**

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 that:

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 the 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 account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

28 June 2025

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2024**

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	2023 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	157	942	1,099	1,281
		<u>157</u>	<u>942</u>	<u>1,099</u>	<u>1,281</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Investments held as current assets	6	-	-	-	-
Cash at bank and in hand		569	6,396	6,965	21,093
		<u>569</u>	<u>6,396</u>	<u>6,965</u>	<u>21,093</u>
<b>Creditors: amounts falling due within one year</b>		(500)	-	(500)	(2,188)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	226	-	226	1,198
Income Funds ( restricted)	8	-	7,338	7,338	18,988
<b>Trustees' funds</b>		<u>226</u>	<u>7,338</u>	<u>7,564</u>	<u>20,186</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 28 June 2025

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME**  
**AND EXPENDITURE ACCOUNT)**  
**for the year ended 30 September 2024**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2024	2024	2024	2023
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	46,291	46,291	76,420
Voluntary income	0	0	0	0
Other Income	281	0	281	173
Jrs Grants	0	0	0	0
<b>Project Management</b>	<u>281</u>	<u>46,291</u>	<u>46,572</u>	<u>76,593</u>
<b>Charitable Activities</b>				
Project Management	-	15,632	15,632	14,633
Volunteer expenses	-	478	478	340
Set up costs	-	663	663	-
Insurance	398	-	398	320
Computers and software	-	720	720	-
Room Hire	-	3,968	3,968	4,815
Training	-	2,304	2,304	2,089
Advertising and PR	-	-	0	231
Evaluation reports	-	2,600	2,600	-
Telephone and internet	304	304	608	632
Equipment expenses	-	768	768	250
Premises expenses	-	-	0	35,141
Salaries and Pensions	-	30,128	30,128	500
Accountancy	500	-	500	-
Stationery and printing	-	210	210	-
Sundry expenses	35	-	35	-
Credit charges	-	-	0	196
Depreciation -Restricted	17	-	17	20
Depreciation -Unrestricted	-	166	166	-
Distribution costs	-	-	0	-
Wages and salaries	-	-	0	-
Directors' salaries	-	-	0	606
Pensions	-	-	0	103
Travel and subsistence	-	-	0	-
Office expenditure	-	-	0	-
Temporary staff and recruitment	-	-	0	-
<b>Sub Total</b>	<u>1,254</u>	<u>- 57,941</u>	<u>59,195</u>	<u>59,876</u>
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>(973)</u>	<u>(11,650)</u>	<u>(12,623)</u>	<u>16,717</u>
	-	-	-	-
<b>Total Funds Brought Forward</b>	<u>1,200</u>	<u>18,986</u>	<u>20,186</u>	<u>20,186</u>
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>227</u>	<u>7,336</u>	<u>7,563</u>	<u>20,186</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 30 September 2024**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met: the trustees are virtually certain that they will receive the resources: and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2024**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life. as follows:

Fixture and fittings -10% Reducing Value  
Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basic Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Employees**

Average number of persons employed by the company

2024 Number	2023 Number
<u>2</u>	<u>1</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2024

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2024

	Unrestric Funds	Restrictor Funds	Total 2024	Total Funds 2023
	2024	2024	2024	2023
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	46291	46291	76,420
Voluntary income	0	0	0	0
Other Income	281	0	281	173
Jrs Grants	0	0	0	0
	<u>281</u>	<u>46291</u>	<u>46572</u>	<u>76,593</u>
<b>Charitable Activities</b>				
Project Management	0	15632	15632	14,633
Volunteer expenses	0	478	478	340
Set up costs	0	663	663	-
Computers and software	0	720	720	-
Room Hire	3968	0	3968	4,815
Training	0	2304	2304	2,089
Advertising and PR	0	0	0	231
Evaluation reports	0	2600	2600	-
Telephone and internet	608	0	608	632
Premises expenses	0	0	0	250
Salaries and Pensions	0	30128	30128	35,141
Accountancy	500	0	500	500
Stationery and printing	0	210	210	-
Sundry expenses	35	0	35	-
Credit charges	0	0	0	-
Depreciation -Restricted	17	0	17	196
Depreciation -Unrestricted	0	166	166	20
Distribution costs	0	0	0	-
Wages and salaries	0	0	0	-
Pensions	0	0	0	-
Travel and subsistence	0	0	0	606
Office expenditure	0	0	0	103
<b>Sub Total</b>	<u>5,128</u>	<u>52,901</u>	<u>58,029</u>	<u>59,556</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2024**

0 0

**3 Tangible fixed assets**

		<b>Total £</b>
<b>Cost</b>		
At 1 October 2023	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2024	-	<u>6488</u>
<b>Depreciation</b>		
At 1 October 2023	-	5207
Charge for the year	-	<u>182</u>
At 30 September 2024	-	<u>5389</u>
<b>Net book value</b>		
At 30 September 2024	-	<u>1098</u>
At 30 September 2023	-	<u>1282</u>
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2024 £</b>	<b>2023 £</b>
At 1 October 2023	-	<u>0</u>
At 30 September 2024	<u>227</u>	<u>0</u>

**8 Funds Restricted**

	<b>2024 £</b>	<b>2023 £</b>
	7,338	<u>0</u>
At 30 September 2024	<u>7338</u>	<u>0</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

England & Wales - Charity number 1144675

---

# Accounts

---



---

**ANNUAL REPORT**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(CEAL)**

---

**FOR THE YEAR ENDED 30TH SEPTEMBER 2023**



**Company number 07380030 & Charity number 1144675**

## **1. INTRODUCTION**

**1.1.** 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 30 September 2023. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

## **2. REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Company number**

07380030 (England and Wales)

### **3. Registered Charity number**

1144675

### **4. Registered office**

Wood Lane Business Centre  
157 Wood Lane  
West Bromwich  
West Midlands  
B70 9PT.

### **5. Trustees**

- 1) Dr. Christopher A Johnson
- 2) Devinder Riat
- 3) Glenys Jones
- 4) Shivarjun Singh

### **Company Secretary**

G Jones

## **5. 1. STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

Community Education Academy of Leadership (CEAL) was incorporated as a Company Limited by Guarantee 17 September 2010 and a registered 15 November 2011. Based on its Memorandum and Articles of Association, in the event that the company is wound-up, members are required to contribute an amount not exceeding £10.

### **5. 2. Recruitment and Appointment of New Trustees**

**5. 2. 1.** The Directors of the company are also Charity Trustees for the purposes of Charity Law and under the company's Articles are known as Members of the Management Committee. Under such requirements, they are elected to serve for 12 months after which they must seek re-election at the Annual General Meeting. All members of the Management Committee give their time voluntarily and only receive benefits when offering services in areas of their specialism on funded projects. Expenses reclaimed from the charity are set out in note 7 in the Articles of Association.

**5. 2. 2.** CEAL's charitable objects mean that much of its work is focused on young people and adults of all age groups from disadvantaged backgrounds, experiencing incidences of economic deprivation and social exclusion.

**5. 2. 3.** Members of the Management Committee reflect the diversity of the organisation's service users and as such Trustees, have been recruited to ensure that the policy of inclusiveness remains. The charity seeks to recruit Trustees with a variety of competencies including experiences in areas such as education, administration, business consulting, IT, education, legal, project development and social welfare.

**5. 2. 4.** The charity has a *Quality Control Handbook* that outlines the roles and responsibilities of the Management Committee; it also includes a skillset assessment when Trustee positions are being publicised.

### **5. 3. Organisational Structure**

**5. 3. 1.** The charity has a Management Committee comprising 4 members who meet quarterly and are responsible for strategic policy and direction of the organisation. A designated Manager has responsibility for day-to-day operations that include marketing, partnership and overseeing publicly funded projects whilst ensuring that all initiatives are delivered according to project specification. The Manager presents reports of all project activities at AGM Meetings.

### **5. 4. Risk management: Responsibilities of the Management Committee**

**5. 4. 1.** Company Law requires the Management Committee to prepare financial statements for each financial year which give a true and fair assessment of the state of the affairs of the charitable company, as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing these financial statements, the Management Committee should follow best practice and:

- " select suitable accounting policies and then apply them consistently;
- " make judgements and estimates that are reasonable and prudent; as well
- " prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

**5. 4. 2.** The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable Directors/Trustees to ensure that the financial statements comply with the Companies Act 1985. The Committee's functions also entail safeguarding the assets of the charitable company, hence taking reasonable steps to prevent and detect fraud and related irregularities.

### **5. 5. Members of the Management Committee**

**5. 5. 1.** Members of the Management Committee, who are Directors for the purpose of Company Law and Trustees for the purpose of Charity Law, who served during

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2023.**

the year and up to the date of this report, are set out on page 3. In accordance with Company Law as the company's directors, we certify that:

- " so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- " as the Directors of the company we have taken all the steps that we ought to have, in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**6. OBJECTIVES AND ACTIVITIES: AIMS**

**6. 1.** Our charity's purpose as set out in the objects contained in the company's Memorandum of Association is to:

*“Advance education for the public benefit by promoting innovative services to young people and adults in the West Midlands and surrounding areas”.*

**6. 2. Ensuring our work delivers our aims**

**6. 2. 1.** We conduct yearly reviews of our aims, objectives and activities. We evaluate our annual key activities, measuring them by the successes realised including those groups and organisations we partner with.

**6. 2. 2.** The review also helps us to ensure our aims, objectives and activities remain focused on our stated purpose. We often refer to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning future activities and events. In particular, the Trustees consider how planned activities will contribute to the overall goals set by our charity.

**6. 3. The focus of our work**

**6. 3.1.** This comprised various initiatives on community education and employability skills training for disadvantaged groups. The charity is guided by local and national priorities that reflect the political and social climate that all enable CEAL's strategic focus on finding practical solutions to unemployment, offering organisational support and IAG, capacity building through arts and heritage, health along with training development opportunities.

**6. 4. Significant Activities - How our activities deliver public benefit?**

The following major projects were concluded during the accounting year ending 2022.

**6. 5. The Citizens Access to Employability Project (CASE) 1 July - 30 December 2022 (£19,000).**

**The CASE project that commenced in July 2022 is carried over to this accounting period.**

*What difference has this project made to the participants?  
Has your project served the need that your participants required?  
Please tell us about the achievements that your participants have gained through this project  
Please tell us about your achievements against the progression outputs stipulated in your application.*

**2. 4. Project Difference**

- i) The CASE Project had a retention rate in excess of 70%; that is, weekly attendance per participant.
- ii) Despite the usual August 2022 holiday challenges such as low attendance (1-3), the numbers improved thereafter, with up to 15 participants attending courses.
- iii) Approximately 10%-15% of participants who enrolled on CASE, were supposedly Entry Level. However, CEAL's initial assessment evidenced that participants' capability was at Levels 1-3 or higher. Though English Language fluency skills were concerning, participants from Africa, Europe and South Asia, were under or post-graduate proficiency levels.
- iv) Due to the mix of attainment levels, CEAL combined instruction methods to maximise participants access to the CASE curriculum.
- v) New/newer participants were encouraged to share their cultures, languages and general lifestyle. This approach helped confidence-building, trust, respect and goodwill within a diverse learning environment.
- vi) Participants did peer-teaching and learning to assist CEAL to create an appropriate learning environment. Young participants helped over-50 learners for instance, with word processing and also translated English words and phrases used in IT learning; namely, various features of the computer.
- viii) Over 80% of learners wanted job-based skills. Others felt volunteering was a useful 'first step' towards actual or eventual employment.

**2. 5. Service Needs**

The *Summative Evaluation* was used for extensive. In the main, certain measurements were used to verify both participants' fulfilment of education and/or employment goals as well as overall CASE Project objectives and goals.

<b>Mechanisms Used</b>	<b>Learners' Purpose</b>
Learner's Register	Record attendance/have access to learner's details.
PowerPoint	Electronic means to help learners access courses.
Practice Sheets	Tasks done either by participants and/or in groups.
Verbal Feedback	Participants use their voices to feedback on sessions.
WhatsApp	Platform used to exchange information on the CASE.
Computers	Acquired word processing and general high-tech skills.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2023.**

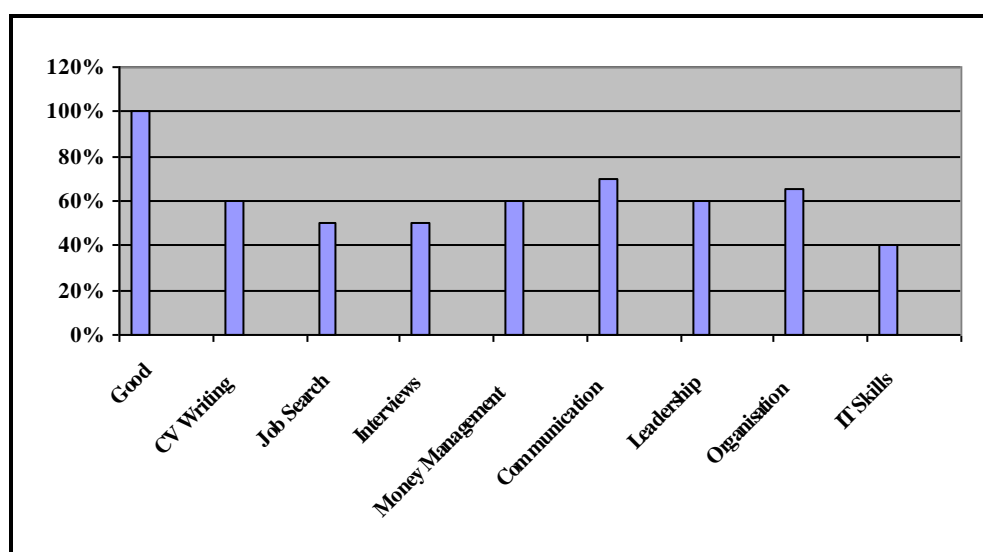
Case Studies	Examine and evidence journeys or progression routes.
Summative Evaluation	Learners' written feedback and suggestions for future.

One student representative felt that the event was quite impressive. *"I enjoyed the Mayor's speech, teacher's presentation and the interview with teacher about his book. I had a wonderful time and I glad that I went with my husband to the event"* (Afghani female in her early 30s).

Participants offered interesting feedback about the range of CASE-related courses they took part in.

**Participants' Ranking of Knowledge and Skills Attainment**

(Source: Summative Evaluation, CEAL's CASE ESF Project, December 2022)



Participants were asked to give a ranking percentage or gradient on each of the CASE Project course units they attended and the knowledge-skills acquired, in the process. Approximately 75% said their skill sets were improved between 50% and 70% due to their attendance at these courses below:

- a) CV Writing.
- b) Job Search.
- c) Money Management.
- d) Communication.
- e) Leadership.
- f) Organisation Skills.

The remaining 25% felt that if they had attended sessions regularly or on time (some suffered intermittent illnesses flu-like symptoms), they could have learnt faster and better. Several ethnic participating-groups; both actual and eligible – were involved in the CASE Project training courses. Over 90% of them were attending English for Speakers of Other Languages (ESOL) classes at Sandwell College. They took advantage of the opportunity to attend CASE courses to add to existing vocational training as well future employment prospects.

**Actual Number of Participants by Ethnicity involved in the CASE Project**

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2023.**

*(Source: Assessment and Learning Register, CEAL August -December 2022)*

<b>Ethnic Group</b>	<b>Number</b>
African	3
Afghani	8
Indian	8
Middle East	4
Moldovan	2
Pakistani	1
Polish	2

Learners also commented specifically on the achievement of key personal goals-fulfilment during their participation in the CASE Project.

- *"I learnt how to write a CV and how to communicate with people; to find a job and how to prepare myself for job interviews"*, **Black Country Female Participant.**

- "The course improved my functional and technology literacy skills by more than 50%. I want to know more about computing so that I can improve my information-gathering skills. I also have extra time for study and learning", **Sandwell Female Participant.**

- *"I gained a lot of help and support from my tutors; they helped me to gain IT skills to search for jobs"*, **West Bromwich Participant.**

## ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2023.

### 7. CEAL's 20-Year Anniversary:

This year marked CEAL's 20<sup>th</sup> anniversary and it was celebrated in the heart of Wolverhampton city centre with Mayor Sandra Samuels OBE as our a special guest. The opportunity was used to announce the Lottery funded the Community Health and Wellness (CHaW) Project.

#### Bio of Speakers and Facilitators

**Amanda Nalin Munroe, Chairperson** – who was born in Guyana, South America, is an entrepreneur and innovative thinker, with speciality in product development and brand-building. She holds a BA (Hons) in Business and Marketing and has successfully developed a beauty serum targeting a niche market. A freelancer in developing Business plans and Proposals for micro businesses, she also volunteers for various organisations in Coventry and was an honoured volunteer who helped with the Promotions and Events Management for the launch of Coventry Welcomes 2019. Munroe is a strong believer in independent thinking, and believes society needs a dramatic shift in perception to evolve from a societal made-up mindset, to one that's guided by an intrinsic analytical system that is, free from the binaries of gender, ethnicity, religion and cultural background(s).

**Harminder Kaur Bhogal, MA (Ed)** - is a Founder-Member and now Project Manager of Community Education Academy of Leadership (CEAL [www.ceal.org.uk](http://www.ceal.org.uk)). Born in the East Punjab, India and renowned for translating complex ideas into workable, sustainable solutions for diverse communities. The past 20 years have seen her project-led on employability, youth enterprise, heritage, business start-ups, health and wellbeing initiatives. Educational institutions have invited her to speak on heritage-inspired textiles histories and related topics; they included Brunel University, Wolverhampton University and Oxford University. Bhogal also edited, the award-winning funded magazine series, *Being One* (2009), the first of its kind. Also served as Chairperson of Sikh Education Forum (SEF), and is currently, the organisation's Social Secretary. During 2015 to 2016, she assisted Dr Christopher A. Johnson, with researching '*The Anatomy of British South Asian Enterprise*' (December 2016) which was later launched by CEAL. Bhogal is also a prominent Director of Global Entrepreneurial Development Services (GEDS) a small consultancy firm that also publishes enterprise publications such as the British African Entrepreneurship Journey ([www.geds.center](http://www.geds.center)).

#### **Councillor Sandra Samuels, OBE, Mayor of Wolverhampton**

Along with her two sisters, Marcia and Lavern, Councillor Sandra Samuels was born in Jamaica. Having been raised by her Caribbean grandparents, she joined her parents in Wolverhampton when as a pre-teenager. Her father Ivan Lawson, 93, was present at her mayoral inauguration, and her late mother Rose, had travelled to the UK in 1959. Cllr Samuels has made "dare to dream", the motto of her mayoral tenure, is the 163rd Mayor of Wolverhampton. Her consort is husband, Karl Samuels. She's is extremely proud to be the city's first Mayor of African-Caribbean heritage in almost 200 years of history plus the history's 11th female Mayor. Cllr Samuels has given over 40 years of public service as a nurse, NHS manager, trade union official, school governor, community activist, volunteer and city councillor since 2004. As a former member of the Council's cabinet, she represents the Ettingshall Ward and was awarded the OBE by Queen Elizabeth II in 2015, for services to local government and politics. During the mayoralty, Wolverhampton's 'First Citizen' will raise funds for Wolverhampton's Sickle Cell Care and Activity Centre, Compton Care and The African Caribbean Community Initiative.

**Dr. Christopher A. Johnson** was born in Guyana, South America into a poly-ethnic family. He is an award-winning journalist, editor, publisher and business management consultant, spanning 40 years. A former Commonwealth/Nuffield Cambridge Press Fellow, Management Science Fellow, MBA (Marketing) and PhD, Business Management. He is Chair of Community Education Academy of Leadership (CEAL) and Founder/Director, Global Entrepreneurial Development Services Limited. A highly successful bid writer; helped raise £millions worth of funding for SMEs and charities in England especially over the past 20 years. Dr Johnson's major publications are *British Caribbean Enterprises* (2008) that earned him the 'Obama Shield', *The Anatomy of British South Asian Enterprise* (2016) and *British African Entrepreneurship Journey* (2022). He is a stirring advocate of inclusive policies for the UK ethnic/migrant firm sector. A Past-President of the Lions Club of London Hornsey (2004-2005) and recipient of the Melvin Jones Fellowship (M.J.F) for the recruitment of female members. A practising Buddhist, Dr. Johnson's interests include comparative religion, cooking, cricket, martial arts, research, travelling and related pursuits. His motto is 'Excellence is the Fulfilment of the Human Spirit'.

**Dr. Kiranpreet Kaur Baath** - is a researcher, creative and academic writer, TV broadcaster, painting and resin artist, and Punjabi poet from Birmingham, with a Doctorate in African Studies and Anthropology, University of Birmingham (January 2022). Her thesis focused on the performance of identity and selectivity of voice and silence in construction of travel narratives, to be published 2023. She is a Research Associate and Lecturer, Centre for Sikh and Panjabi Studies, University of Wolverhampton and active member of the Royal African Society, Halkyut Society and Royal Asiatic Society. Widely published with works including an anthology of poems in Punjabi, she has undertaken commissioned translation projects for Khalsa Sangat and Sikh Missionary Society, UK. Her debut novel is scheduled for publication, December 2022. Dr. Baath is coordinator of Literature and Film Festival, to be organized by the Progressive Writers' Association, New Delhi, February 2023. Her association with TV and media has honed her creative skills and since 2016, she has worked as creative head for a Bombay-based film company and is a weekly contributor to Panjabi media, the Akaal Channel, aired globally to millions of viewers. Her program 'Kirdar- E-Khalsa' has been televised since July 2022 with two seasons of 'The Kids Show'. The consummate academic is a stirring advocate of and for equality and inclusivity, qualities which are reflected in her various endeavours.

CEAL would like to express gratitude and thanks to many of its supporters this evening. They include the management and staff of the Grand Station, the Mayor and the City of Wolverhampton Council, Leon Crystal, Lloyd Bespoke Tailoring & Alteration and Wynnr Wxlf Studios.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2023.**

8. It is with deep sorrow that we share the passing of our beloved colleague and friend on 1<sup>st</sup> March 2023. Ruth Edgcumbe. Ruth has been a cherished member of CEAL since its formation, and her sudden departure has deeply saddened us. Her legacy will forever be cherished within CEAL.



The late Ruth Edgcumbe (first left) standing with colleagues at CEAL's Heritage Lottery funding textiles exhibition.

**8.2: The birth of the Community Health & Wellness (CHaW) Project.**

We are excited to announce that we have successfully secured funding from The National Lottery Community Fund, which is the largest funder of community activities in the UK. The Lottery announced the Good News in September 2022 and will be officially working from the month of November 2022 on an 18th-month project. This has been our major milestone and with this grant, we will work to support communities in Smethwick, Oldbury, Tividale, and surrounding areas in Sandwell.

The goal is for CEAL to collaborate with local residents and their communities to address 8 dimensions of Health and Wellness, including Social, Emotional, Spiritual, Intellectual, Physical, Environmental, Occupational, and Financial well-being.

**Project participants will benefit from:**

- Improved health and well-being for individuals
- Increased awareness of wellness trends
- Greater community involvement in wellness activities
- Gradual reduction in local health disparities

## **9 Investment policy and objectives**

**9. 1.** Currently, the charity has no investment policy and at times survives on a traditional shoe-string budget to cover its continuous operating costs. However, we are exploring newer opportunities to sustain our operations via partnerships locally, nationally as well as internationally.

### **9. 1 FINANCIAL REVIEW**

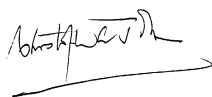
**9. 2. Reserves policy-** our reserve policy is up to £5k and remains unchanged from last financial year.

## **10 FUTURE DEVELOPMENTS**

**10.1** As a charity, CEAL will continue to fulfil its aims and objectives by offering various initiatives, as illustrated in our governance document. We also plan to develop newer activities and services subject to funding bodies' criteria and service needs. In terms of its diversification approach, the charity will innovate services in the future to encompass new and untapped funding bodies. CEAL will also expand partnership arrangements with Job Centre Plus agencies, educational establishments, schools and other bodies. These coupled with maximising advantage through procurement or tender contracts, with sustainability plans such as:

- A)** Explore and forge stronger ties with strategic and viable partners along with other reputable organisations including strengthening ties with schools and academies.
- B)** Seek and monetise CEAL's services and products in the wider field.
- C)** Support and capacity build, local creative artists, nascent, entrepreneurs and volunteers associated with CEAL.
- D)** Continue to offer and market our capacity building and Project Management support and services to other organisations.
- E)** Bolster our linkages with broad-based agencies and institutions of Further Education learning whilst strategising to work with relevant bodies to offer programmes of mutual interest; and
- F)** Examine newer opportunities for minority ethnic groups and their communities, mostly needs-led and culturally sensitive and specific in nature.

Approved by order of the Board of Trustees on 22 June 2024 and signed on its behalf by:



**Dr Christopher Johnson (Chair)**

Registered Charity number

1144675

Registered Company number

07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2023**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh Student( IT Configuration Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2023 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 charitys 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 examiners statement**

I have completed my examation,I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that:

1. accounting records were not kept in respect of the Company as required by section 386 of the2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of secton 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 the 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 eanable a proper understanding of the account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

28 June 2024

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2023**

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	2022 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	175	1,108	1,283	1,497
		<u>175</u>	<u>1,108</u>	<u>1,283</u>	<u>1,497</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Investments held as current assets	6	-	-	-	-
Cash at bank and in hand		1,524	19,569	21,093	5,958
		<u>1,524</u>	<u>19,569</u>	<u>21,093</u>	<u>5,958</u>
<b>Creditors: amounts falling due within one year</b>		(500)	(1,689)	(2,189)	(3,984)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	1,199	-	1,199	6,204
Income Funds ( restricted)	8	-	18,988	18,988	(2,733)
<b>Trustees' funds</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 28 June 2024

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME  
AND EXPENDITURE ACCOUNT)  
for the year ended 30 September 2023**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2023	2023	2023	2022
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	76,420	76,420	4,750
Voluntary income	0	0	0	4,195
Other Income	173	0	173	0
Jrs Grants	0	0	0	6,265
	<u>173</u>	<u>76,420</u>	<u>76,593</u>	<u>15,210</u>
<b>Charitable Activities</b>				
Project Management	-	-	0	-
Volunteer expenses	340	-	340	-
Insurance	320	-	320	294
Grants expenditure	-	14,634	14,634	6,653
Room Hire	2,407	2,408	4,815	2,420
Training	-	2,089	2,089	314
Advertising and PR	-	231	231	104
Computer costs and software	-	-	0	-
Telephone and internet	632	-	632	514
Premises expenses	250	-	250	-
Salaries and Pensions	-	35,141	35,141	11,611
Accountancy	500	-	500	500
Professional fees	-	-	0	-
Sundry expenses	-	-	0	-
Credit charges	-	-	0	80
Depreciation -Restricted	-	196	196	230
Depreciation -Unrestricted	20	-	20	21
Distribution costs	-	-	0	-
Wages and salaries	-	-	0	-
Directors' salaries	-	-	0	-
Pensions	-	-	0	-
Travel and subsistence	606	-	606	108
Office expenditure	103	-	103	153
	<u>5,178</u>	<u>54,699</u>	<u>59,877</u>	<u>23,002</u>
<b>Sub Total</b>				
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>(5,005)</u>	<u>21,721</u>	<u>16,716</u>	<u>(7,792)</u>
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total Funds Brought Forward</b>	6,204	(2,733)	3,471	11,262
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 30 September 2023**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met; the trustees are virtually certain that they will receive the resources; and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2023**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fixture and fittings -10% Reducing Value

Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basis Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Basis Financial liabilities**

Basic financial liabilities which include credits and bank loans are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instruments measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

**De-recognition of Financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**Pensions**

Contributions to defined contribution plans are expensed in the period to which they relate.

**Employees**

Average number of persons employed by the company

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
	<u>2</u>	<u>1</u>

**2 Capital accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

	Unrestric Funds	Restrictes Funds	Total 2023	Total Funds 2022
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	76420	76420	4,750
Voluntary income	0	0	0	4,195
Other Income	173	0	173	0
Jrs Grants	0	0	0	6,265
	<u>173</u>	<u>76420</u>	<u>76593</u>	<u>15,210</u>
<b>Charitable Activities</b>				
Project Management	0	0	0	-
Volunteer expenses	340	0	340	-
Insurance	320	0	320	294
Grants expenditure	0	14634	14634	6,653
Room Hire	4815	0	4815	2,420
Training	2089	0	2089	314
Advertising and PR	0	231	231	104
Computer costs and software	0	0	0	-
Telephone and internet	632	0	632	514
Premises expenses	250	0	250	-
Salaries and Pensions	0	35141	35141	11,611
Accountancy	500	0	500	500
Professional fees	0	0	0	-
Sundry expenses	0	0	0	-
Credit charges	0	0	0	80
Depreciation -Restricted	0	196	196	230
Depreciation -Unrestricted	20	0	20	21
Distribution costs	0	0	0	-
Wages and salaries	0	0	0	-
Pensions	0	0	0	-
Travel and subsistence	606	0	606	108
Office expenditure	103	0	103	153
<b>Sub Total</b>	<u>9,675</u>	<u>50,202</u>	<u>59,877</u>	<u>23,002</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

0 0

**3 Tangible fixed assets**

		<b>Total £</b>
<b>Cost</b>		
At 1 October 2022	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2023	-	6488
	-	-
<b>Depreciation</b>		
At 1 October 2022	-	4992
Charge for the year	-	<u>214</u>
At 30 September 2023	-	<u>5206</u>
	-	-
<b>Net book value</b>		
At 30 September 2023	-	<u>1281</u>
At 30 September 2022	-	<u>1497</u>
	-	-
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2023 £</b>	<b>2022 £</b>
At 1 October 2022	-	<u>6203</u>
At 30 September 2023	<u>1199</u>	<u>0</u>

**8 Funds Restricted**

	<b>2023 £</b>	<b>2022 £</b>
	18,988	<u>-2,733</u>
At 30 September 2023	<u>18988</u>	<u>0</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

Registered Charity number

1144675

Registered Company number

07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2023**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh Student( IT Configuration Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
Independent Examiners' report to the Trustees of  
COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2023 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 charitys 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 examiners statement**

I have completed my examation,I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that:

1. accounting records were not kept in respect of the Company as required by section 386 of the2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of secton 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 the 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 eanable a proper understanding of the account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

28 June 2024

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2023**

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	2022 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	175	1,108	1,283	1,497
		<u>175</u>	<u>1,108</u>	<u>1,283</u>	<u>1,497</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Investments held as current assets	6	-	-	-	-
Cash at bank and in hand		1,524	19,569	21,093	5,958
		<u>1,524</u>	<u>19,569</u>	<u>21,093</u>	<u>5,958</u>
<b>Creditors: amounts falling due within one year</b>		(500)	(1,689)	(2,189)	(3,984)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	1,199	-	1,199	6,204
Income Funds ( restricted)	8	-	18,988	18,988	(2,733)
<b>Trustees' funds</b>		<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 28 June 2024

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME  
AND EXPENDITURE ACCOUNT)  
for the year ended 30 September 2023**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2023	2023	2023	2022
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	76,420	76,420	4,750
Voluntary income	0	0	0	4,195
Other Income	173	0	173	0
Jrs Grants	0	0	0	6,265
	<u>173</u>	<u>76,420</u>	<u>76,593</u>	<u>15,210</u>
<b>Charitable Activities</b>				
Project Management	-	-	0	-
Volunteer expenses	340	-	340	-
Insurance	320	-	320	294
Grants expenditure	-	14,634	14,634	6,653
Room Hire	2,407	2,408	4,815	2,420
Training	-	2,089	2,089	314
Advertising and PR	-	231	231	104
Computer costs and software	-	-	0	-
Telephone and internet	632	-	632	514
Premises expenses	250	-	250	-
Salaries and Pensions	-	35,141	35,141	11,611
Accountancy	500	-	500	500
Professional fees	-	-	0	-
Sundry expenses	-	-	0	-
Credit charges	-	-	0	80
Depreciation -Restricted	-	196	196	230
Depreciation -Unrestricted	20	-	20	21
Distribution costs	-	-	0	-
Wages and salaries	-	-	0	-
Directors' salaries	-	-	0	-
Pensions	-	-	0	-
Travel and subsistence	606	-	606	108
Office expenditure	103	-	103	153
	<u>5,178</u>	<u>54,699</u>	<u>59,877</u>	<u>23,002</u>
<b>Sub Total</b>				
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>(5,005)</u>	<u>21,721</u>	<u>16,716</u>	<u>(7,792)</u>
	-	-	-	-
	-	-	-	-
	-	-	-	-
<b>Total Funds Brought Forward</b>	6,204	(2,733)	3,471	11,262
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>1,199</u>	<u>18,988</u>	<u>20,187</u>	<u>3,471</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 30 September 2023**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met; the trustees are virtually certain that they will receive the resources; and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2023**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fixture and fittings -10% Reducing Value

Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basis Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Basis Financial liabilities**

Basic financial liabilities which include credits and bank loans are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instruments measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

**De-recognition of Financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**Pensions**

Contributions to defined contribution plans are expensed in the period to which they relate.

**Employees**

Average number of persons employed by the company

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
	<u>2</u>	<u>1</u>

**2 Capital accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

	Unrestric Funds	Restrictes Funds	Total 2023	Total Funds 2022
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	76420	76420	4,750
Voluntary income	0	0	0	4,195
Other Income	173	0	173	0
Jrs Grants	0	0	0	6,265
	<u>173</u>	<u>76420</u>	<u>76593</u>	<u>15,210</u>
<b>Charitable Activities</b>				
Project Management	0	0	0	-
Volunteer expenses	340	0	340	-
Insurance	320	0	320	294
Grants expenditure	0	14634	14634	6,653
Room Hire	4815	0	4815	2,420
Training	2089	0	2089	314
Advertising and PR	0	231	231	104
Computer costs and software	0	0	0	-
Telephone and internet	632	0	632	514
Premises expenses	250	0	250	-
Salaries and Pensions	0	35141	35141	11,611
Accountancy	500	0	500	500
Professional fees	0	0	0	-
Sundry expenses	0	0	0	-
Credit charges	0	0	0	80
Depreciation -Restricted	0	196	196	230
Depreciation -Unrestricted	20	0	20	21
Distribution costs	0	0	0	-
Wages and salaries	0	0	0	-
Pensions	0	0	0	-
Travel and subsistence	606	0	606	108
Office expenditure	103	0	103	153
<b>Sub Total</b>	<u>9,675</u>	<u>50,202</u>	<u>59,877</u>	<u>23,002</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2023

0 0

**3 Tangible fixed assets**

		<b>Total</b>
		<b>£</b>
<b>Cost</b>		
At 1 October 2022	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2023	-	6488
	-	-
<b>Depreciation</b>		
At 1 October 2022	-	4992
Charge for the year	-	<u>214</u>
At 30 September 2023	-	<u>5206</u>
	-	-
<b>Net book value</b>		
At 30 September 2023	-	<u>1281</u>
At 30 September 2022	-	<u>1497</u>
	-	-
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
At 1 October 2022		<u>6203</u>
At 30 September 2023	<u>1199</u>	<u>0</u>

**8 Funds Restricted**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
	<u>18,988</u>	<u>-2,733</u>
At 30 September 2023	<u>18988</u>	<u>0</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

England & Wales - Charity number 1144675

---

# Accounts

---

Registered Charity number

1144675

Registered Company number

07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2021**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh Student( IT Configuration Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2021 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 examiners statement**

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 that:

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 the 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 account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

30 June 2022

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2021**

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	2020 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	215	1,533	1,748	2,042
		<u>215</u>	<u>1,533</u>	<u>1,748</u>	<u>2,042</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Cash at bank and in hand		10,657	5,035	15,692	11,916
		<u>-</u>	<u>-</u>	<u>15,692</u>	<u>11,916</u>
<b>Creditors: amounts falling due within one year</b>		(27)	(6,151)	(6,178)	(3,500)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	10,845	-	10,845	9,357
Income Funds ( restricted)	8	-	417	417	1,101

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 30 June 2022

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD  
STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME  
AND EXPENDITURE ACCOUNT)**

**for the year ended 30 September 2021**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	<b>2021</b>	<b>2021</b>	<b>2021</b>	<b>2020</b>
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	74,300	74,300	34,391
Voluntary income	0	0	0	130
Other Income	4,395	0	4,395	2,400
Jrs Grants	14,484	0	14,484	6,638
	<u>18,879</u>	<u>74,300</u>	<u>93,179</u>	<u>43,559</u>
<b>Charitable Activities</b>				
Project Management	-	74,984	74,984	20,690
Volunteer expenses	-	-	0	200
Insurance	294	-	294	-
Consultancy fees	-	-	0	-
Adminstration	-	-	0	-
Stationery and printing	20	-	20	239
Training	-	-	0	-
Advertising and PR	-	-	0	-
Computer costs and software	-	-	0	818
Travel expenses	-	-	0	150
Telephone and internet	151	-	151	499
Room Hire	1,480	-	1,480	97
Salaries and Pensions	14,946	-	14,946	10,862
Accountancy	500	-	500	500
Fees and Subscriptions	-	-	0	-
Professional fees	-	-	0	400
Sundry expenses	-	-	0	-
Other	-	-	0	-
Depreciation -Restricted	-	-	0	345
<b>Sub Total</b>	<u>17,391</u>	<u>74,984</u>	<u>92,375</u>	<u>34,800</u>
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>1,488</u>	<u>(684)</u>	<u>804</u>	<u>8,759</u>
<b>Total Funds Brought Forward</b>	9,357	1,101	10,458	1,699
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2021**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met; the trustees are virtually certain that they will receive the resources; and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2021**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fixture and fittings -10% Reducing Value

Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basis Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Basis Financial liabilities**

Basic financial liabilities which include credits and bank loans are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instruments measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

**De-recognition of Financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**Pensions**

Contributions to defined contribution plans are expensed in the period to which they relate.

**Employees**

Average number of persons employed by the company

<b>2021</b>	<b>2020</b>
<b>Number</b>	<b>Number</b>
<u>2</u>	<u>1</u>

**2 Capital accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

	Unrestric Funds	Restrictes Funds	Total 2021	Total Funds 2020
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	74300	74300	34,391
Voluntary income	0	0	0	130
Other Income	4395	0	4395	2,400
Jrs Grants	14484	0	14484	6,638
	<u>18879</u>	<u>74300</u>	<u>93179</u>	<u>43,559</u>
<b>Charitable Activities</b>				
Project Management	0	74984	74984	20,690
Volunteer expenses	0	0	0	200
Insurance	294	0	294	-
Consultancy fees	0	0	0	-
Adminstration	0	0	0	-
Stationery and printing	20	0	20	239
Training	0	0	0	-
Advertising and PR	0	0	0	-
Computer costs and software	0	0	0	818
Travel expenses	0	0	0	150
Telephone and internet	151	0	151	499
Room Hire	1480	0	1480	97
Salaries and Pensions	14946	0	14946	10,862
Accountancy	500	0	500	500
Fees and Subscriptions	0	0	0	-
Professional fees	0	0	0	400
Sundry expenses	0	0	0	-
Other	0	0	0	345
<b>Sub Total</b>	<u>17391</u>	<u>74984</u>	<u>92375</u>	<u>34,800</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

0 0

**3 Tangible fixed assets**

		<b>Total £</b>
<b>Cost</b>		
At 1 October 2020	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2021	-	6488
	-	-
<b>Depreciation</b>		
At 1 October 2020	-	4446
Charge for the year	-	<u>294</u>
At 30 September 2021	-	<u>4740</u>
	-	-
<b>Net book value</b>		
At 30 September 2021	-	<u>1748</u>
At 30 September 2020	-	<u>2042</u>
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2021 £</b>	<b>2020 £</b>
At 1 October 2020	-	<u>9357</u>
At 30 September 2021	<u>10845</u>	<u>9357</u>

**8 Funds Restricted**

	<b>2021 £</b>	<b>2020 £</b>
	417	1,101
At 30 September 2021	<u>417</u>	<u>1101</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

Registered Charity number

1144675

Registered Company number

07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2021**

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh Student( IT Configuration Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist

**Independent Examiner**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63-65 CAPE HILL  
SMETHWICK  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2021 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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 charitys 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 examiners statement**

I have completed my examation,I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that:

1. accounting records were not kept in respect of the Company as required by section 386 of the2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of secton 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 the 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 eanable a proper understanding of the account to be reached.

KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

30 June 2022

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2021**

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	2020 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	215	1,533	1,748	2,042
		<u>215</u>	<u>1,533</u>	<u>1,748</u>	<u>2,042</u>
<b>Current assets</b>					
Debtors	5	-	-	-	-
Cash at bank and in hand		10,657	5,035	15,692	11,916
		<u>-</u>	<u>-</u>	<u>15,692</u>	<u>11,916</u>
<b>Creditors: amounts falling due within one year</b>		(27)	(6,151)	(6,178)	(3,500)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	10,845	-	10,845	9,357
Income Funds ( restricted)	8	-	417	417	1,101

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 30 June 2022

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD  
STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME  
AND EXPENDITURE ACCOUNT)**

**for the year ended 30 September 2021**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	<b>2021</b>	<b>2021</b>	<b>2021</b>	<b>2020</b>
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	74,300	74,300	34,391
Voluntary income	0	0	0	130
Other Income	4,395	0	4,395	2,400
Jrs Grants	14,484	0	14,484	6,638
	<u>18,879</u>	<u>74,300</u>	<u>93,179</u>	<u>43,559</u>
<b>Charitable Activities</b>				
Project Management	-	74,984	74,984	20,690
Volunteer expenses	-	-	0	200
Insurance	294	-	294	-
Consultancy fees	-	-	0	-
Adminstration	-	-	0	-
Stationery and printing	20	-	20	239
Training	-	-	0	-
Advertising and PR	-	-	0	-
Computer costs and software	-	-	0	818
Travel expenses	-	-	0	150
Telephone and internet	151	-	151	499
Room Hire	1,480	-	1,480	97
Salaries and Pensions	14,946	-	14,946	10,862
Accountancy	500	-	500	500
Fees and Subscriptions	-	-	0	-
Professional fees	-	-	0	400
Sundry expenses	-	-	0	-
Other	-	-	0	-
Depreciation -Restricted	-	-	0	345
<b>Sub Total</b>	<u>17,391</u>	<u>74,984</u>	<u>92,375</u>	<u>34,800</u>
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>1,488</u>	<u>(684)</u>	<u>804</u>	<u>8,759</u>
<b>Total Funds Brought Forward</b>	9,357	1,101	10,458	1,699
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>10,845</u>	<u>417</u>	<u>11,262</u>	<u>10,458</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2021**

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met; the trustees are virtually certain that they will receive the resources; and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported gross in the SOFA.

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular heading they have been allocated to activities on a basis consistent with the use of the resources.

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 30 September 2021**

**Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

**Tangible fixed assets**

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fixture and fittings -10% Reducing Value

Office Equipment- 20% Reducing Value

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

**Financial instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basis Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Basis Financial liabilities**

Basic financial liabilities which include credits and bank loans are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instruments measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

**De-recognition of Financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**Pensions**

Contributions to defined contribution plans are expensed in the period to which they relate.

**Employees**

Average number of persons employed by the company

<b>2021</b>	<b>2020</b>
<b>Number</b>	<b>Number</b>
<u>2</u>	<u>1</u>

**2 Capital accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

	Unrestrict Funds	Restrict Funds	Total 2021	Total Funds 2020
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	74300	74300	34,391
Voluntary income	0	0	0	130
Other Income	4395	0	4395	2,400
Jrs Grants	14484	0	14484	6,638
	<u>18879</u>	<u>74300</u>	<u>93179</u>	<u>43,559</u>
<b>Charitable Activities</b>				
Project Management	0	74984	74984	20,690
Volunteer expenses	0	0	0	200
Insurance	294	0	294	-
Consultancy fees	0	0	0	-
Administration	0	0	0	-
Stationery and printing	20	0	20	239
Training	0	0	0	-
Advertising and PR	0	0	0	-
Computer costs and software	0	0	0	818
Travel expenses	0	0	0	150
Telephone and internet	151	0	151	499
Room Hire	1480	0	1480	97
Salaries and Pensions	14946	0	14946	10,862
Accountancy	500	0	500	500
Fees and Subscriptions	0	0	0	-
Professional fees	0	0	0	400
Sundry expenses	0	0	0	-
Other	0	0	0	345
<b>Sub Total</b>	<u>17391</u>	<u>74984</u>	<u>92375</u>	<u>34,800</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2021

0 0

**3 Tangible fixed assets**

		<b>Total £</b>
<b>Cost</b>		
At 1 October 2020	-	6488
Additions	-	0
Disposals	-	<u>0</u>
At 30 September 2021	-	6488
	-	-
<b>Depreciation</b>		
At 1 October 2020	-	4446
Charge for the year	-	<u>294</u>
At 30 September 2021	-	<u>4740</u>
	-	-
<b>Net book value</b>		
At 30 September 2021	-	<u>1748</u>
At 30 September 2020	-	<u>2042</u>
	-	-
	-	-

**7 Funds Unrestricted**

	<b>2021 £</b>	<b>2020 £</b>
At 1 October 2020	-	<u>9357</u>
At 30 September 2021	<u>10845</u>	<u>9357</u>

**8 Funds Restricted**

	<b>2021 £</b>	<b>2020 £</b>
	417	1,101
At 30 September 2021	<u>417</u>	<u>1101</u>

**9 Other information**

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP**

England & Wales - Charity number 1144675

---

# Accounts

---

### 3 Tangible fixed assets

	Total £
<b>Cost</b>	
At 1 October 2019	6488
Additions	0
Disposals	<u>0</u>
At 30 September 2020	<u>6488</u>
<b>Depreciation</b>	
At 1 October 2019	4101
Charge for the year	<u>345</u>
At 30 September 2020	<u>4446</u>
<b>Net book value</b>	
At 30 September 2020	<u>2042</u>
At 30 September 2019	<u>2387</u>

### 7 Funds Unrestricted

2020 £	2019 £
2719	216
<u>2719</u>	<u>216</u>

### 8 Funds Restricted

2020 £	2019 £
7739	1483
<u>7739</u>	<u>1483</u>

### 9 Other information

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD is a private company limited by guarantee and incorporated in England. Its registered office is:

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 30 September 2020

	Unrestrict Funds	Restric Funds	Total 2020	Total Funds 2019
	2020	2020	2020	2019
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	34391	34391	34,990
Voluntary income	130	0	130	1,050
Other Income	2400	0	2400	
Jrs Grants		6638	6638	0
	<b>2530</b>	<b>41029</b>	<b>43559</b>	<b>36,040</b>
<b>Charitable Activities</b>				
Project Management	0	20690	20690	4,139
Volunteer expenses	0	200	200	-
Insurance	0	0	0	589
Consultancy fees	0	0	0	-
Administration	0	0	0	4,165
Stationery and printing	0	239	239	1,053
Training	0	0	0	5,732
Advertising and PR	0	0	0	300
Computer costs and software	0	818	818	174
Travel expenses	0	150	150	579
Telephone and internet	0	499	499	669
Rent	0	97	97	4,735
Salaries and Pensions	0	10862	10862	15,491
Accountancy	0	500	500	1,800
Fees and Subscriptions	0	0	0	482
Professional fees	0	400	400	525
Sundry expenses	0	0	0	211
Other	0	0	0	1,710
Depreciation -Restricted	27	318	345	404
<b>Sub Total</b>	<b>27</b>	<b>34773</b>	<b>34800</b>	<b>42,758</b>

**Financial Instruments**

The charity has elected to apply the provisions Section 11 "Basic Financial Instruments" and Section 12 " Other Financial Issues" of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charity's balance sheet when the charity becomes party to contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amount and there is an intention to settle on a net basis or to realise the assets and settle the liability simultaneously.

**Basis Financial assets**

Basic financial assets which include debtors and cash and bank balances. are initially measured at transaction price, including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction where the transaction is measured at the present value of the the future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

**Basis Financial liabilities**

Basic financial liabilities which include credits and bank loans are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instruments measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

**De-recognition of Financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

**Pensions**

Contributions to defined contribution plans are expensed in the period to which they relate.

**Employees**

**2020  
Number**

**2019  
Number**

Average number of persons employed by the company

1\_

1

**2 Capital accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision effects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD  
NOTES TO THE FINANCIAL STATEMENTS  
for the year ended 30 September 2020

**1 Accounting policies**

***Basis of preparation***

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard)

***Receipts***

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

***Going concern***

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Incoming resources***

These are included in the Statement of Financial Activities (SOFA) when:

The charity becomes legally entitled to the resources after any performance conditions have been met: the trustees are virtually certain that they will receive the resources; and the monetary value can be measured with sufficient reliability. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

***Incoming resources with related expenditure***

When incoming resources have related expenditure (as with fundraising or contract income) both are reported

***Resources expended***

Charitable activities include all costs relating to general administration, which support the charitable purpose.

Grants offered subject to conditions, which have not been met at the year-end date are noted as a commitment, but not accrued as expenditure. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs 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 the resources. Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

***Charitable funds***

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purpose. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of restricted funds are set out in the notes to the financial statements.

***Tangible fixed assets***

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Fixture and fittings - 10% Reducing Value  
Office Equipment - 20% Reducing Value

***Cash and cash equivalents***

Cash and cash equivalents include cash in hand, deposits held at call with bankers, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Registered number: 1144675**  
**Balance Sheet**  
**as at 30 September 2020**

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	2019 £
<b>Fixed assets</b>					
Intangible assets		-	-	-	-
Tangible assets	3	<u>238</u>	<u>1,804</u>	<u>2,042</u>	<u>2,387</u>
		238	1,804	2,042	2,387
<b>Current assets</b>					
Debtors	5	-	-	-	# 2,765
Cash at bank and in hand		<u>2,481</u>	<u>9,435</u>	<u>11,916</u>	<u># 2,504</u>
		-	-	11,916	# 5,269
<b>Creditors: amounts falling due within one year</b>		-	(3,500)	-	# (5,958)
<b>Net current assets</b>		-	-	-	-
<b>Total assets less current liabilities</b>		<u>2,719</u>	<u>7,739</u>	<u>10,458</u>	<u>1,698</u>
<b>Creditors: amounts falling due after more than one year</b>		-	-	-	-
<b>Provisions for liabilities</b>		-	-	-	-
<b>Net assets</b>		<u>2,719</u>	<u>7,739</u>	<u>10,458</u>	<u>1,698</u>
<b>Income Funds</b>					
Income Funds ( unrestricted)	7	2,719	-	2,719	215
Income Funds ( restricted)	8	-	7,739	7,739	1,483

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Act. The trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

DR C A JOHNSON  
Trustee  
Approved by the board on 30 June 2021

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**STATEMENT OF FINANCIAL ACTIVITIES(INCLUDING INCOME**  
**AND EXPENDITURE ACCOUNT)**  
**for the year ended 30 September 2020**

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2020	2020	2020	2019
	£	£	£	£
<b>Receipts</b>				
Donations and legacies	0	0	0	0
Grants	0	34,391	34,391	34,990
Voluntary income	130	0	130	1,050
Other Income	2,400	0	2,400	0
Jrs Grants	0	6,638	6,638	0
	<u>2,530</u>	<u>41,029</u>	<u>43,559</u>	<u>36,040</u>
<b>Charitable Activities</b>				
Project Management	-	20,690	20,690	4,139
Volunteer expenses	-	200	200	-
Insurance	-	-	0	589
Consultancy fees	-	-	0	-
Adminstration	-	-	0	4,165
Stationery and printing	-	239	239	1,053
Training	-	-	0	5,732
Advertising and PR	-	-	0	300
Computer costs and software	-	818	818	174
Travel expenses	-	150	150	579
Telephone and internet	-	499	499	669
Rent	-	97	97	4,735
Salaries and Pensions	-	10,862	10,862	15,491
Accountancy	-	500	500	1,800
Fees and Subscriptions	-	-	0	482
Professional fees	-	400	400	525
Sundry expenses	-	-	0	211
Other	-	-	0	1,710
Depreciation -Restricted	27	318	345	404
<b>Sub Total</b>	<u>27</u>	<u>34,773</u>	<u>34,800</u>	<u>42,758</u>
	-	-	-	-
<b>Net Receipts ( Payments)</b>	<u>2,503</u>	<u>6,256</u>	<u>8,759</u>	<u>(6,718)</u>
<b>Total Funds Brought Forward</b>	215	1,483	1,698	8,416
	-	-	-	-
<b>Income Funds Carry Forward</b>	<u>2,718</u>	<u>7,739</u>	<u>10,457</u>	<u>1,698</u>

The statement of financial activities also complies with the requirements for and income and expenditure account under the Companies Act 2006.

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Independent Examiners' report to the Trustees of**  
**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**

I report to the charity trustees on my examination of the accounts of the Company for the year ending 30 September 2020 which is set out on Pages 2 to 14

As the charity's trustees of the Company ( and also the 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').

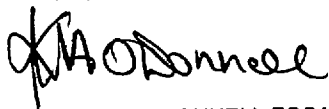
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination,I report in respect of my examination of your charitys accounts as carried out under section 145 of the Charities Act 2011('the 2011 Act'). 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 examiners statement**

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 that:

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 the 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 account to be reached.



KATHY O DONNELL FCCA  
Chartered Certified Accountants

35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

30 June 2021

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
(CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

Approved by order of the Board of Trustees on DATE and signed on its behalf  
by:

**Dr Christopher Johnson**

## **ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

### **Investment policy and objectives**

Currently, the charity has no investment policy and is surviving on a traditional shoe-string budget to cover its continuous operating costs. However, we are exploring newer opportunities to sustain our operations via partnerships locally, nationally as well as internationally.

### **FUTURE DEVELOPMENTS**

During the challenging periods of the pandemic Lockdown, we made up to 16 applications, out of which 3 are successful. These are designated funds to deliver the following projects; starting in the next accounting period.

1. Heart of Foundation- Wesleyan Foundation: £9400 (Oct 20 to March 21)
2. Big Issue: Social Enterprise Fund: £25k (November 20 to March 21)
3. The National Lottery Community Fund: £39,900. (Oct 20 to March 21)

As a charity, CEAL will continue to fulfil its aims and objectives by offering a various, as illustrated in our governance. We also plan to develop newer activities and services subject to funding bodies' criteria and service needs. In terms of its diversification approach, the charity will innovate services in the future to encompass new and untapped funding bodies. CEAL will extend its partnership arrangements with Job Centre Plus bodies, educational establishments, schools and other bodies. We also maximise advantage through procurement or tender contracts, with sustainability plans being:

- Explore and forge stronger ties with strategic and viable partners along with other reputable organisations including strengthening ties with Ormiston New Academy.
- Continue to develop creative elements of Textiles Arts as a source of inspiration as contained within the LITE [original] project. Draft further applications to the Heritage Lottery Fund.
- Support and capacity build, local creative artists and volunteers associated with CEAL. We worked with some of these artists this year, as part of the heritage textiles project.
- Strengthen our linkages with broad-based agencies and institutions of FE learning whilst strategising to work with relevant bodies to offer programmes of mutual interest; and
- Seek newer opportunities for minority ethnic groups and their communities, mostly needs-led and culturally sensitive and specific in nature.

## **ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

Our engagement approach rekindled local interest in textiles heritage especially during the pandemic situation. All expressed the desire that the project should be extended over a long-term period so that they can access opportunities for professional and commercial advancement. The projects helped to alleviate a sense of despondency and isolation due to the pandemic. Participants showed profound appreciation and valued passing on the heritage history to future generations. As well as formal assessments, we completed the end of project summative evaluation, digitally-administered.

### **Major Achievements including:**

- Online training;
- Successful exhibition opening;
- Physical and digital workshop delivery;
- Invitation to a local TV station;
- Supported residents feeling isolated; and
- Delivered textiles heritage creative training.

### **Key challenges and how we managed to overcome them:**

- Explain reasons for reduced number of participants attending training.
- Create an online exhibition presence.
- Conduct digital workshops
- Train workshop facilitators in using technology.
- Flexible approach in project delivery by adapting to changing trends.
- Sought advice from National Heritage Lottery Fund and Arts Council of England.
- Sought guidance from Sandwell Metropolitan Borough Council.

We adapted newer ways to market the project to the public; undertaken via 'Word of Mouth', telephone calls and email campaign. We designed special flyers to highlight the Exhibition opening and heritage workshops and promoted it in our leaflets, other publicity paraphernalia as well as CEAL's website. Key stakeholders including volunteers VSOs, Greets Green Community Enterprise and EKTA TV, helped us with project marketing.

## **FINANCIAL REVIEW**

**Reserves policy-** our reserve policy is up to £5k and remains unchanged from last financial year.

### **Principal funding sources**

The principal funding sources for CEAL remains by way of grants. Despite the competitive nature of public funding, agencies and institutions continue to be impressed and assist resourcing our range of initiatives.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

- Preserve Industrial textiles artefacts which are cultural, oral and include exhibits from 1950 to 2000; as well as
- Open the said display to wider public-audiences.

The LITE Exhibition was a key feature of project delivery. We spent 2 days preparing and organising relevant accommodation for the event, along with the support of professional curators and a volunteer who helped transport artefacts to the Greets Green Community Centre. Our original plan for the launch, was to invite 30 people, but days before the actual opening, new Government rules on physical distancing were announced, which meant that we had to revert to a smaller audience, on a 'first-come-first' basis. EKTA Television invited us to publicise the event live to wider audiences.

We consulted with the National Heritage Lottery Fund and the Arts Council for England, to try to mitigate unnecessary risks. We notified participants who had booked places about alternative ways of attending the exhibition. We set aside weekly designated days where staff would be present to welcome them. Personal Protective Equipment (PPE) such as sanitisers and masks were made available frequently, to help prevent infection rates whilst reducing spread of the virus. Announcements were made at the beginning of the Exhibition and repeated throughout the event on overall health and safety issues. The official launch of the exhibition, 15 September 2020, saw 12 people in attendance.

The event which was held at Greets Green Community Centre, was a boon for the local community. As the first of its kind at the location, the exhibition captured the interest and imagination of residents including the local MP, Ms Nicola Richards. <https://members.parliament.uk/member/4868/contact>. She specially came to view the exhibition on 17 September 2020.

Key note speakers were: Dr CJ, Fajli Bibi and HKB, Ranbir Kaur and Bernadette Francis.

Photos here of the opening and speakers + quotes are contained in the newsletter <https://ceal-org.co.uk/2020/09/07/lite-exhibition/>.

**Heritage workshops:** The physical half a day workshops commenced from the 16 September 2020, up to 5 participants attended, all adhering to physical distancing guidance, with workshops convened in a strictly- PPE compliant environment at the Greets Green Centre. Attendees were eager to attend training sessions and received support through online provision.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
(CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

**COVID 19 Trials and Tribulations**

In the wake of Government's Lockdown Measures to reduce the rate of infection and save the NHS from being overwhelmed, CEAL took remedial action in the first quarter of 2020, to retain its customers whilst protecting and safeguarding staff, volunteers and the wider public. Its official premises in Sandwell were mostly closed, with the majority of activities moving online. We ensured that individuals visiting our offices, observed social distancing and wore face covering(s) and related personal protective equipment (PPE).

Trustees and management explored ideas around economic, social and general wellbeing, as the bases for supporting disadvantaged groups. Most of our programmes except the textiles heritage live exhibition, were redirected online. Although our revenue stream was affected, thereby impacting on a smaller volume of clients, we managed to access vital funding to deliver textiles heritage, health and wellbeing and social enterprise training programmes. Our resilience paid dividends in terms of new funding and new service-users across the cultural, ethnic and social spectrum.

Overall, CEAL was among the very few locally-based organisations, that demonstrated unerring capability and capacity in the provision of holistic services, to meet the dire needs of whole communities. Employability, entrepreneurship, health and general wellbeing initiatives featured prominently during Lockdown periods. In fact, much of the successes we enjoyed, resulted from alliances initiated with cultural, faith, professional and civic groups in London, the Southeast and the Midland Counties respectively. From all indications, in spite of the negative impact of the pandemic, these emerging partnerships augur well for the future of CEAL's mission.

**Bounce Bank Loans-** our application to the Bounce Back Loans were not accepted due to our charity status.

**Heritage Emergency Fund (1 July to 16 November /2020)**

The Heritage Emergency Fund provided a package of support for the heritage sector as a response to the coronavirus (COVID-19) crisis. Our application for up to 10k to keep textiles heritage live, was successful. We were granted a further 10k to support the organisation help combat any closure issues.

**Approved purpose of the fund was to:** To deliver the LITE project specified as part of the Heritage Emergency Fund. The project involved facilitation of heritage workshops and an **exhibition aimed to:**

## **ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

also, to give direction to clients to access quality vocational skills training, job search, work simulation exercises as well as ultimate employment, business start-up and training. We worked with 20 participants who enabled us to achieve the overall aims and objectives of the project including exceeding our targets in employment progress.

### **Project outcomes and outputs.**

Two (2) of our learners entered training; one at Level 5 and another at ESOL level with Fircroft College. Former lawyer, Mr. X, was aged 50 plus, disabled and required urgent professional support, advice and guidance. A very capable and a determined lady, Ms Y, was made redundant in a chocolate factory and lacked English acquisition/fluency skills. We helped learners to fulfil their hopes and aspirations by making referrals to appropriate training courses. Other participants entering into employment were:

- One (1) was recruited to work full time with DPD;
- One (1) took up a part time job as a parcel packer;
- One (1) entered on a part-time basis, in the Food and Hospitality business; and
- One (1) got a full-time post in the Health and Social Care sector.

Overall, 2 participants progressed to further whilst 4 were supported into employment.

### **4) The TRIO Partnership**

We continue to work very closely as partners with SIAN Computers Community Initiative CIC (SCCICIC) and our sister organisation, Global Entrepreneurial Development Services (GEDS). Following the delivery of a successful Pre- Apprenticeship pilot initiative in Wolverhampton (PATWOLV), headquartered at 16 Collingwood Road, Bushbury, Wolverhampton, West Midlands WV10 8EB, we made a bid to the Black Country Impact to work with young people.

The Trio bid was successful and up to 22k was confirmed by the Wolverhampton City Council. Consequently, measures were put in place to start working with young people (aged 15 to 29) from March 2020 onwards. Our efforts towards delivering this important project, were hindered because of the impact of the COVID-19 Lockdown Measures. Thereafter, training sessions were planned for delivery at the New Ormiston Academy, Wolverhampton.

**Open College Network: CEAL's application for Learning Centre status, was approved by OCN in early 2020. As a learning centre, the organisation can offer a wide range of accredited learning programmes (academic, professional and vocational).**

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

The review also helps us to ensure our aims, objectives and activities remain focused on our stated purpose. We often refer to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning future activities and events. In particular, the Trustees consider how planned activities will contribute to the overall goals set by our charity.

**The focus of our work**

This comprised various initiatives on community education and employability skills training for disadvantaged groups. The charity is guided by local and national priorities that reflect the political and social climate that all enable CEAL's strategic focus on finding practical solutions to unemployment, offering organisational support and IAG, capacity building through arts and heritage, health along with training development opportunities.

**Significant Activities - How our activities deliver public benefit?**

The following major projects were concluded during the accounting year ending 2020.

**1. People's Postcode Lottery funded (£10k) the Creative Arts Enterprise (CAE) project; from 1 October 2018 to 30 November 2019.**

The aim of the project was to enable participants to gain confidence and self-esteem whilst acquiring basic management-leadership skills for self-help. This People's Postcode funded CAE project which continued from 2018, concluded successfully in this accounting period. The project helped participants to be creative, show their true potential and feel positive about self and in fact, their 'can do' attitude. Through this project, our participants felt that an asset and not a liability.

**2. Dudley Well-being Action (DWA) project Jan 19-Dec19 (10k) funded by Awards For All (Lottery funds)**

The DWA Project was a second project that continued from the last accounting period. The activities strengthened relationships with communities, help created a 'shift to prevention', boost a 'stronger focus on joining up health and care services' and supported local government strategic plans for health and wellness.

**3. Pathway into Employment (PiE) Project - July 2019- December 2019**

CEAL's PiE project funded by ESF (Walsall Council) offered help and support to unemployed residents, over-50s, women, minority ethnic groups, young people and people with disabilities (learning/physical) in the Black Country.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
(CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

- " make judgements and estimates that are reasonable and prudent; as well
- " prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.

The Management Committee is responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable Directors/Trustees to ensure that the financial statements comply with the Companies Act 1985. The Committee's functions also entail safeguarding the assets of the charitable company, hence taking reasonable steps to prevent and detect fraud and related irregularities.

**Members of the Management Committee**

Members of the Management Committee, who are Directors for the purpose of Company Law and Trustees for the purpose of Charity Law, who served during the year and up to the date of this report, are set out on page 3. In accordance with Company Law as the company's directors, we certify that:

- " so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and
- " as the Directors of the company we have taken all the steps that we ought to have, in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**OBJECTIVES AND ACTIVITIES**

**Aims**

Our charity's purpose as set out in the objects contained in the company's Memorandum of Association is to:

*"Advance education for the public benefit by promoting innovative services to young people and adults in the West Midlands and surrounding areas".*

**Ensuring our work delivers our aims**

We conduct yearly reviews of our aims, objectives and activities. We evaluate our annual key activities, measuring them by the successes realised including those groups and organisations we partner with.

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP (CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

12 months after which they must seek re-election at the Annual General Meeting. All members of the Management Committee give their time voluntarily and only receive benefits when offering services in areas of their specialism on funded projects. Expenses reclaimed from the charity are set out in note 7 in the Articles of Association.

CEAL's charitable objects mean that much of its work is focused on young people and adults of all age groups from disadvantaged backgrounds, experiencing incidences of economic deprivation and social exclusion.

Members of the Management Committee reflect the diversity of the organisation's service users and as such Trustees, have been recruited to ensure that the policy of inclusiveness remains. The charity seeks to recruit Trustees with a variety of competencies including experiences in areas such as education, administration, business consulting, IT, education, legal, project development and social welfare.

The charity has a *Quality Control Handbook* that outlines the roles and responsibilities of the Management Committee; it also includes a skillset assessment when Trustee positions are being publicised. Former Chair of CEAL (unconstitutional) Headteacher Mike Tromans, acts as advisor on specific educational matters and retains his position as one of the signatories of CEAL's accounts. Others are Ms Glenys Jones and Project Manager/Office Holder, Harminder K Bhogal.

**Organisational Structure**

The charity has a Management Committee comprising 4 members who meet quarterly and are responsible for strategic policy and direction of the organisation. A designated Manager has responsibility for day-to-day operations that include marketing, partnership and overseeing publicly-funded projects whilst ensuring that all initiatives are delivered according to project specification. The Manager presents reports of all project activities at AGM Meetings.

**Risk management: Responsibilities of the Management Committee**

Company Law requires the Management Committee to prepare financial statements for each financial year which give a true and fair assessment of the state of the affairs of the charitable company, as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing these financial statements, the Management Committee should follow best practice and:

- " select suitable accounting policies and then apply them consistently;

**ANNUAL REPORT OF COMMUNITY EDUCATION ACADEMY OF LEADERSHIP  
(CEAL): FOR THE YEAR ENDED 30TH SEPTEMBER 2020**

**INTRODUCTION**

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 30 September 2019. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

07380030 (England and Wales)

**Registered Charity number**

1144675

**Registered office**

Wood Lane Business Centre  
157 Wood Lane  
West Bromwich  
West Midlands  
B70 9PT.

**Trustees**

- 1) Dr. Christopher A Johnson
- 2) Devinder Riat
- 3) Glenys Jones
- 4) Shivarjun Singh

**Company Secretary**

G Jones

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

Community Education Academy of Leadership (CEAL) was incorporated as a Company Limited by Guarantee 17 September 2010 and a registered 15 November 2011. Based on its Memorandum and Articles of Association, in the event that the company is wound-up, members are required to contribute an amount not exceeding £10.

**Recruitment and Appointment of New Trustees**

The Directors of the company are also Charity Trustees for the purposes of Charity Law and under the company's Articles are known as Members of the Management Committee. Under such requirements, they are elected to serve for

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Company Information**

**Trustees**

Dr C A Johnson (Business Management Consultant)  
S Singh Student( IT Configuration Specialists)  
D S Riat

**Secretary**

Ms G Jones ( Educationalist)

**Accountants**

KATHY O DONNELL FCCA  
35 HILL LANE  
BASSETTS POLE  
SUTTON COLDFIELD

B75 6LE

**Bankers**

TSB Bank PLC  
63/65 Cape Hill  
Smethwick  
B66 4SF

**Registered office**

157 WOOD LANE  
CENTRE ( 1ST FLOOR)  
WEST BROMWICH  
WEST MIDLANDS  
B70 9PT

**Registered number**

1144675

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**Report and accounts**  
**Contents**

	<b>Page</b>
Legal and administrative information	
Trustees Report	1 to 10
Independent examiners report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 to 17

Registered Charity number  
1144675  
Registered Company number  
07380030 ( England and Wales)

**COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD**  
**(a Company limited by guarantee)**  
**Unaudited Financial Statements**  
**for the year ending**  
**30 September 2020**