

3 Tangible fixed assets

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

Receipts

Donations and legacies
Grants
Voluntary income
Other Income
Jrs Grants

Unrestricti Funds	Restric Funds	Total 2020	Total Funds 2019
2020	2020	2020	2019
£	£	£	£
0	0	0	0
0	34391	34391	34,990
130	0	130	1,050
2400	0	2400	
	6638	6638	0
2530	41029	43559	36,040

Charitable Activities

Project Management
Volunteer expenses
Insurance
Consultancy fees
Administration
Stationery and printing
Training
Advertising and PR
Computer costs and software
Travel expenses
Telephone and internet
Rent
Salaries and Pensions
Accountancy
Fees and Subscriptions
Professional fees
Sundry expenses
Other
Depreciation -Restricted

0	20690	20690	4,139
0	200	200	-
0	0	0	589
0	0	0	-
0	0	0	4,165
0	239	239	1,053
0	0	0	5,732
0	0	0	300
0	818	818	174
0	150	150	579
0	499	499	669
0	97	97	4,735
0	10862	10862	15,491
0	500	500	1,800
0	0	0	482
0	400	400	525
0	0	0	211
0	0	0	1,710
27	318	345	404
27	34773	34800	42,758

Sub Total

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

**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 affects 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 £
Fixed assets					
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
Current assets					
Debtors	5	-	-	-	# 2,765
Cash at bank and in hand		<u>-</u>	<u>9,435</u>	<u>11,916</u>	# <u>2,504</u>
		-	-	11,916	# 5,269
Creditors: amounts falling due within one year		-	(3,500)	-	# (5,958)
Net current assets		-	-	-	-
Total assets less current liabilities		<u>2,719</u>	<u>7,739</u>	<u>10,458</u>	<u>1,698</u>
Creditors: amounts falling due after more than one year		-	-	-	-
Provisions for liabilities		-	-	-	-
Net assets		<u>2,719</u>	<u>7,739</u>	<u>10,458</u>	<u>1,698</u>
Income Funds					
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
	£	£	£	£
Receipts				
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>
Charitable Activities				
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
Sub Total	<u>27</u>	<u>34,773</u>	<u>34,800</u>	<u>42,758</u>
	-	-	-	-
Net Receipts (Payments)	<u>2,503</u>	<u>6,256</u>	<u>8,759</u>	<u>(6,718)</u>
Total Funds Brought Forward	215	1,483	1,698	8,416
	-	-	-	-
Income Funds Carry Forward	<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').

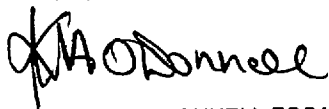
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination,I report in respect of my examination of your charitys accounts as carried out under section 145 of the Charities Act 2011('the 2011 Act'). 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, Greet 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 the 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 publics. 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
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Registered Charity number
1144675
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COMMUNITY EDUCATION ACADEMY OF LEADERSHIP LTD
(a Company limited by guarantee)
Unaudited Financial Statements
for the year ending
30 September 2020