



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

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.

Mechanisms Used	Learners' Purpose
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.

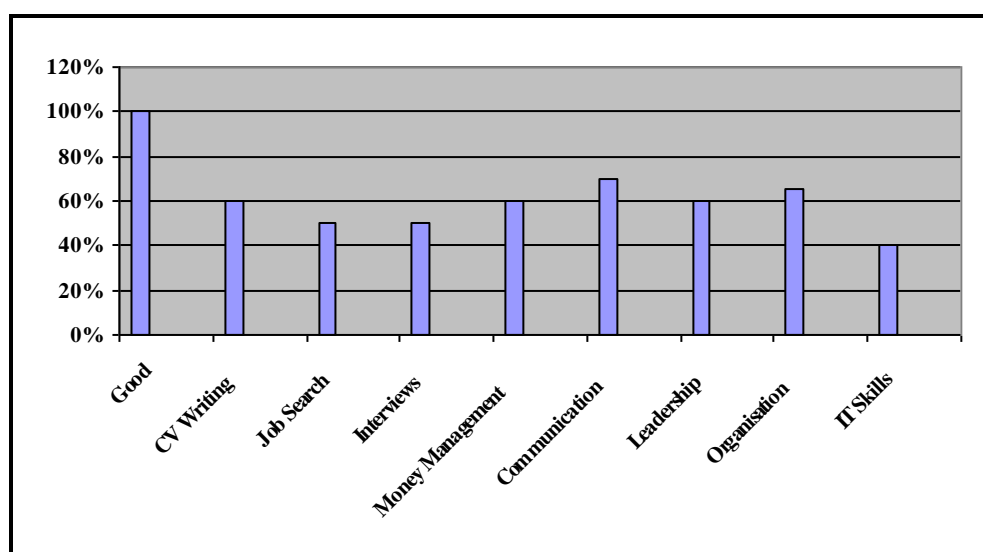
Case Studies	Examine and evidence journeys or progression routes.
Summative Evaluation	Learners' written feedback and suggestions for future.

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:

- CV Writing.
- Job Search.
- Money Management.
- Communication.
- Leadership.
- 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)

Ethnic Group	Number
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.**

7. CEAL's 20-Year Anniversary:

This year marked CEAL's 20th 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 a 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). 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).

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 to 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, Hakluyt 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 Punjabi 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, Eon Crystal, Lloyd Bespoke Tailoring & Alteration and Wyntr Wxlf Studios.

8. It is with deep sorrow that we share the passing of our beloved colleague and friend on 1st 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

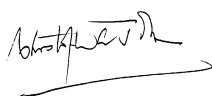
9. 2. Reserves policy- our reserve policy is up to £5k and remains unchanged from last financial year.

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
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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 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

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

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
	£	£	£	£
Receipts				
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>
Charitable Activities				
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
Sub Total	<u>5,178</u>	<u>54,699</u>	<u>59,877</u>	<u>23,002</u>
Net Receipts (Payments)	<u>(5,005)</u>	<u>21,721</u>	<u>16,716</u>	<u>(7,792)</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Funds Brought Forward	6,204	(2,733)	3,471	11,262
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Income Funds Carry Forward	<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 as 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.

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 future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

Basic 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

2023 Number	2022 Number
2	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.

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

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

	Unrestricted Funds	Restricted Funds	Total 2023	Total Funds 2022
	2023 £	2023 £	2023 £	2022 £
Receipts				
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
	173	76420	76593	15,210
Charitable Activities				
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
Sub Total	9,675	50,202	59,877	23,002

0 0

Total
£

At 1 October 2022

Additions

Additions	-	0
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Disposals	-	0
-----------	---	---

Disposals	-	0
-----------	---	---

At 30 September 2023	-	6488
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At 30 September 2023	-	<u>6488</u>
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At 1 October 2022

At 1 October 2022	-	4992
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Charge for the year	-	214
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Charge for the year	-	<u>214</u>
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At 30 September 2023 5206

At 30 September 2023 5206

At 30 September 2023

At 30 September 2023	-	1281
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At 30 September 2022	-	1497
----------------------	---	------

At 30 September 2022	-	1497
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17/09/2022 11:07:00 AM Page 17 of 17

2023 ₺	2022 ₺
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At 1 October 2022 6203

At 1 October 2022 6203

At 30 September 2023	1199	0
----------------------	------	---

At 30 September 2023	1199	0
----------------------	------	---

2023	2022
£	£

18,988 -2,733

18,988 -2,733

At 30 September 2023	18988	0
----------------------	-------	---

At 30 September 2023	18988	0
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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

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

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
	£	£	£	£
Receipts				
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>
Charitable Activities				
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
Sub Total	<u>5,178</u>	<u>54,699</u>	<u>59,877</u>	<u>23,002</u>
Net Receipts (Payments)	<u>(5,005)</u>	<u>21,721</u>	<u>16,716</u>	<u>(7,792)</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Funds Brought Forward	6,204	(2,733)	3,471	11,262
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Income Funds Carry Forward	<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 as 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.

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 future receipts discounted at a market value of interest. Financial assets classified as receivable within one year are not amortised.

Basic 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

2023 Number	2022 Number
2	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.

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

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

	Unrestricted Funds	Restricted Funds	Total 2023	Total Funds 2022
	2023 £	2023 £	2023 £	2022 £
Receipts				
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
	173	76420	76593	15,210
Charitable Activities				
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
Sub Total	9,675	50,202	59,877	23,002

0 0

Total
£

At 1 October 2022

Additions

Additions

Disposals

At 30 September 2023

Depreciation

At 1 October 2022

Charge for the year

At 30 September 2023

Net book value

At 30 September 2023

At 30 September 2022

2023
L

At 1 October 2022

At 30 September 2023

2023
E

At 30 September 2023

18,988

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