

REGISTERED COMPANY NUMBER: 03352250 (England and Wales)
REGISTERED CHARITY NUMBER: 1146880

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024
FOR
EBP SOUTH LTD**

Gibson Whitter Limited
Statutory Auditors
Larch House
Parklands Business Park
Denmead
Hampshire
PO7 6XP

EBP SOUTH LTD

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FOR THE YEAR ENDED 31 JULY 2024**

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EBP SOUTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JULY 2024

This report covers the work of EBP South for the full year of 1 August 2023 - 31 July 2024.

OBJECTIVES AND ACTIVITIES

The objects of EBP South are:

For the public benefit to advance, promote and assist in the effective education and development of young people and adults in order to deliver their individual capabilities, competencies, skills and understanding in subjects of educational value including careers and life skills, together with collaboration with local businesses and business organisations in England and Wales in such ways as the charity trustees think fit.

The Trustee Directors confirm that they have referred to the guidance contained in the Charity Commission's general guidance.

Our Mission is To Inspire and Prepare Young People for the World of Work.

We reviewed our strategic direction in 2022/23 and agreed a new Goal-Directed Plan to run to July 2025, setting the following strategic goals:

- 1. People and Culture:**
Goal: To have a high performing team that delivers best in class services.
- 2. Marketing and Business Relationship Development:**
Goal: To increase our income and volunteer bank by retaining and expanding our customer base.
To raise the profile and reach of EBP South.
- 3. Business Capability and Innovation**
Goal: To improve our skills and capabilities with the vision to become a more agile business.
- 4. Growth:**
Goal: To have suitably grown the business.

EBP SOUTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JULY 2024

ACHIEVEMENT AND PERFORMANCE

Impact of our work

2023/24 was another successful year for EBP South, and we saw continued growth in demand from schools for our careers information, advice and guidance support, carrying out 1000 more interviews and delivering almost 1500 additional careers interactions compared to 2022/23. Demand for work experience and work-related learning declined slightly and as ever we continue to review our offering. We remain one of the most significant providers of work experience in the south of England, placing over 7000 young people with employers.

We continued to deliver a broad range of programmes to inspire and prepare young people for the world of work, starting with our successful STEM-focused primary school events in Basingstoke and Lee-on-the-Solent. Our secondary school Inspiring STEM event, in its second year, was well-received by both participating businesses and schools. Business volunteers remain crucial to the success of our in-school work-related learning programmes such as Business Speed Networking and Employer Interviews.

A further achievement saw us winning 'Not-for-Profit of the Year' at the Hampshire Business Awards in November 2023, a testament to the hard work and dedication of our whole team.

The table below shows the actual numbers of young people reached across some of our programmes in 2023/24 compared to 2022/23. We saw increased business for careers guidance, working across 46 educational establishments, compared to 40 in 2022/23, and we carried out 15% more careers interviews on 2022/23.

Numbers of young people engaged in the following activities	Numbersfor 2022/23	Numbersfor 2023/24
Careers Guidance Interviews	6,833	7,879
Work Related Learning	7,434	6,113
Work Placements	8,114	7,067
Supported Work Placements	120	97
Careers Inspiration Events	3,305	2,719
Employer Engagement Project	1,872	1,455
TOTAL	27,678	25,330

EBP SOUTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JULY 2024

FINANCIAL REVIEW

We are pleased to report that after a return to surplus in 2021/22 and 2022/23 we were able to continue to deliver a positive financial outturn again in 2023/24.

In 2023/24 we continued to deliver a solid financial performance, with income generated very slightly down at £1,020,625 compared to £1,045,313 the previous year. At the same time, despite growing cost pressures our expenditure grew by just 1.5% from £974,190 to £988,912. This resulted in a third successive year of surplus at £31,713.

The Trustee Directors consider that the underlying position exceeds the budget expectations at the beginning of 2023/24, that the state of finances of EBP South is satisfactory, and that the charitable company's assets are available and adequate to fulfil their obligations.

EBP South has recorded an overall surplus of £31,713 for 2023/24.

Reserves

EBP South's reserves policy is to hold sufficient free reserves to enable the charity to:

- Withstand an unforeseen financial setback
- Provide temporary cash flow assistance to project funds that are awaiting funding from grant or contracting bodies
- Invest in opportunities to develop new programmes to meet our charitable objectives.

The balance of the free reserves at 31 July 2024 is £181,389. This compares to £40,705 three years ago, so our reserves have grown significantly over that period, and we are in a much more financially resilient position. We now have sufficient reserves to manage a solvent wind-up, should that be required (i.e., £120,000). In the medium term the Board aims to hold sufficient reserves valued at three month's operational delivery (i.e., £260,000).

The current level of free reserves is £181,389 which the Trustee Directors consider to be adequate to fulfil their obligations. Free reserves represent total unrestricted funds less the net book value of functional fixed assets.

Principal Funding Sources

EBP South secures almost 75% of income through Service Level Agreements from schools and colleges. The remaining funding is secured through grants, contracts to deliver services within its charitable objectives, and business sponsorship and investment. We would particularly like to acknowledge Basingstoke and Deane Borough Council for their ongoing strategic grant support, CABWI, Garfield Weston and The Hearn Foundation for their grants, and the many businesses who support and sponsor our events and activities.

Material Investments

No material investments are held by EBP South Ltd.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JULY 2024**

REVIEW OF OPERATIONS

After a welcome return to financial surplus in 2021/22 and 2022/23, we had another positive year in 2023/24.

Demand for careers, information, advice and guidance continued to grow and we delivered our largest ever number of careers interviews. We also continued to see solid demand for our work experience (WEX) service and it was good to see businesses remained supportive of this programme.

Continued support from The Hearn Foundation enabled us to grow our Employer Engagement Project (EEP) engaging with new businesses to deliver the programme in more schools. Support from CABWI enabled us to continue to deliver our Supported Work Experience programme, though this programme has now ended and the funding will support a Work Readiness Programme from September 2024-March 2025.

Our business development activity continued to see benefits, with several high-profile companies supporting EBP South, such as AWE, Barratt Developments, and Roke.

Over the period covered by this report we continued to focus on growing our profile in terms of our marketing and communications provision, increasing our reach on social media and other channels, leading to much greater engagement across a range of platforms.

The year also saw us continuing to refresh our Board of Trustees with new members. They came from a range of business and education backgrounds and ensured that the charity was well-supported and advised.

For 2024/25 we are optimistic about growth in demand for our careers information, advice and guidance, while recognising the tight jobs market for these key roles. We continue to see solid demand for our work experience provision and having reviewed our Support Work Experience are now exploring development of a Work Readiness Programme. Business development remains quite challenging in terms of attracting businesses to sponsor or partner our events, but the work carried out in recent years means we have many more businesses in our recruitment pipeline. The growing importance of ESG (Environmental, Social, Guidance) issues for businesses, along with prioritising of social value and equality, diversity and inclusion put us in a good position where business development and support are concerned.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

EBP South Ltd was incorporated as Portsmouth & South East Hampshire Education Business Partnership Ltd on 14th April 1997 and became a registered Charity on 13th April 2012. On 21st May 2015 the name was changed to EBP South Ltd. The charitable company's governing document is its memorandum and articles of association adopted on 15th March 2012.

Recruitment, appointment and training of new trustees

The Board of Trustee Directors includes representation from the business, education, and public sector. The aim of the Board is to ensure good representation of these sectors, whose views are fundamental to the direction and activity of EBP South together with the right blend of skills appropriate for the strategic management of the charitable company. Trustee directors are recruited from organisations that support our key stakeholders including schools, colleges, university, local businesses, and local authorities and represent the geographic coverage of EBP South.

Each new Trustee Director receives an induction pack containing background information on EBP South, our Articles of Association, our five-year strategy and current business plan, financial statements, and information about the expectations of a Trustee Director.

Trustee Directors take lead responsibilities for particular policy areas such as health & safety, safeguarding, etc and support individual members of staff according to their skill area. This year, following a detailed skills analysis, the Board recruited three new Trustee Directors who have expertise in finance and business development.

EBP SOUTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JULY 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

Day to day responsibility for running EBP South is delegated to the Chief Executive who is supported by two senior managers.

This year, given a healthier financial position, the Board met on a bi-monthly basis, although the Finance Sub-Committee continued to meet monthly, reporting to the Board. The Board also holds occasional strategic planning days with the Management Team.

Trustee Directors are responsible for:

- Setting and reviewing strategic direction
- Contributing to and approving the Business Plan
- Reviewing all policies. These are reviewed on a 3-year rolling programme
- Approving budgets and financial monitoring (financial reports are received at each meeting)
- Overseeing health & safety and safeguarding (reports provided at each meeting)
- Appointing and appraising the Chief Executive

Managers report to and attend Board meetings.

Related parties

EBP South has an alliance with Hampshire Chamber of Commerce which involves sharing information about related events, organising jointly branded events and promotion of each other's work.

We align our work with the Careers and Enterprise Company's activity to promote high quality careers programmes in schools, through the Gatsby Benchmarks.

Trustee Directors represent many of the organisations we work with and as such, may buy services from either organisation or be involved in joint activities. A register of interests of Trustee Directors is held and a declaration of interests is taken at each Board meeting.

Risk management

The Board are aware of their responsibilities to mitigate the major risks to which the charity is exposed and to ensure that its aims and objectives are not under threat. An analysis of risk is undertaken and regularly updated through our Risk Register which is reviewed annually by the Board.

Detailed risk assessments are carried out on all aspects of the organisations' activities and the Board receives regular reports on health & safety and safeguarding including a report on 'near misses'. Significant areas of risk are reviewed by the Board at all meetings. Following Covid 19, additional risk assessments have been carried out in line with government guidance and the Covid 19 impact is a thread throughout our risk register.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03352250 (England and Wales)

Registered Charity number

1146880

Registered office

1000 Lakeside
North Harbour
Western Road
Portsmouth
Hampshire
PO6 3EN

EBP SOUTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 JULY 2024

Trustees

Sarah Kavanagh - Chair

Chris Anders

Elizabeth Clarke

Peter Grant

Barry Lamacraft

Jane Aplin (resigned 14/03/2024)

Simon Bittlestone

Claire Craigie (resigned 14/03/2024)

Matthew Samuel-Camps

Terry Buckel (resigned 14/03/2024)

Harry Kutty

Adam Lupton

Chief Executive

Richard Kennett

Auditors

Gibson Whitter Limited

Statutory Auditors

Larch House

Parklands Business Park

Denmead

Hampshire

PO7 6XP

Solicitors

Belcher Frost

3 West Street

Emsworth

Hampshire

PO10 7DX

Bankers

HSBC

18 London Road

North End

Portsmouth

Hampshire

PO2 0LL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

EBP SOUTH LTD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 JULY 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the board of trustees on 29 November 2024 and signed on its behalf by:

Mrs S Kavanagh - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF EBP SOUTH LTD

Opinion

We have audited the financial statements of EBP South Ltd (the 'charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF EBP SOUTH LTD

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF EBP SOUTH LTD

Our responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

Based on our understanding of the charitable company and sector, we identified that the principal risks of non-compliance with laws and regulations related to breaches of employment law, data protection and anti-bribery and corruption legislation, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Charities acts, Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to overstate profit and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Discussions with management and Trustee Directors, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- Identifying and testing journal entries, in particular any journal entries posted with unusual account combinations;
- As required by ISA 240, incorporating an element of unpredictability into our audit testing.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
EBP SOUTH LTD**

Use of our report

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

Gavin Whitter (Senior Statutory Auditor)
for and on behalf of Gibson Whitter Limited
Statutory Auditors
Larch House
Parklands Business Park
Denmead
Hampshire
PO7 6XP

9 December 2024

EBP SOUTH LTD

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JULY 2024**

	Notes	Unrestricted fund £	Restricted funds £	31.7.24 Total funds £	31.7.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,894	-	1,894	1,300
Charitable activities	4				
Work related learning and careers guidance		910,702	107,686	1,018,388	1,043,518
Investment income	3	343	-	343	495
Total		<u>912,939</u>	<u>107,686</u>	<u>1,020,625</u>	<u>1,045,313</u>
EXPENDITURE ON					
Charitable activities	5				
Work related learning and careers guidance		<u>881,226</u>	<u>107,686</u>	<u>988,912</u>	<u>974,109</u>
NET INCOME		31,713	-	31,713	71,204
RECONCILIATION OF FUNDS					
Total funds brought forward		156,290	-	156,290	85,086
TOTAL FUNDS CARRIED FORWARD		<u><u>188,003</u></u>	<u><u>-</u></u>	<u><u>188,003</u></u>	<u><u>156,290</u></u>

The notes form part of these financial statements

EBP SOUTH LTD**BALANCE SHEET
31 JULY 2024**

	Notes	31.7.24 £	31.7.23 £
FIXED ASSETS			
Tangible assets	13	6,614	5,251
CURRENT ASSETS			
Debtors	14	47,391	108,913
Cash at bank		222,442	255,468
		<u>269,833</u>	<u>364,381</u>
CREDITORS			
Amounts falling due within one year	15	(77,934)	(192,588)
NET CURRENT ASSETS		<u>191,899</u>	<u>171,793</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		198,513	177,044
CREDITORS			
Amounts falling due after more than one year	16	(10,510)	(20,754)
NET ASSETS		<u>188,003</u>	<u>156,290</u>
FUNDS	20		
Unrestricted funds		188,003	156,290
TOTAL FUNDS		<u>188,003</u>	<u>156,290</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Board of Trustees and authorised for issue on 29 November 2024 and were signed on its behalf by:

Mrs S Kavanagh - Trustee

EBP SOUTH LTD

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2024**

	Notes	31.7.24 £	31.7.23 £
Cash flows from operating activities			
Cash generated from operations	1	(18,997)	(34,937)
Interest paid		(657)	(903)
Interest element of hire purchase or finance lease rental payments paid		-	(25)
Net cash used in operating activities		<u>(19,654)</u>	<u>(35,865)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(3,724)	(3,134)
Interest received		343	495
Net cash used in investing activities		<u>(3,381)</u>	<u>(2,639)</u>
Cash flows from financing activities			
Loan repayments in year		(9,991)	(9,746)
Capital repayments in year		-	(187)
Net cash used in financing activities		<u>(9,991)</u>	<u>(9,933)</u>
Change in cash and cash equivalents in the reporting period		<u>(33,026)</u>	<u>(48,437)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>255,468</u>	<u>303,905</u>
Cash and cash equivalents at the end of the reporting period		<u><u>222,442</u></u>	<u><u>255,468</u></u>

The notes form part of these financial statements

EBP SOUTH LTD

**NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 JULY 2024**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.7.24 £	31.7.23 £
Net income for the reporting period (as per the Statement of Financial Activities)	31,713	71,204
Adjustments for:		
Depreciation charges	2,361	3,489
Interest received	(343)	(495)
Interest paid	657	903
Interest element of hire purchase and finance lease rental payments	-	25
Decrease/(increase) in debtors	61,522	(51,128)
Decrease in creditors	(114,907)	(58,935)
Net cash used in operations	<u>(18,997)</u>	<u>(34,937)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.23 £	Cash flow £	At 31.7.24 £
Net cash			
Cash at bank and in hand	255,468	(33,026)	222,442
	<u>255,468</u>	<u>(33,026)</u>	<u>222,442</u>
Debt			
Debts falling due within 1 year	(9,993)	(253)	(10,246)
Debts falling due after 1 year	(20,754)	10,244	(10,510)
	<u>(30,747)</u>	<u>9,991</u>	<u>(20,756)</u>
Total	<u>224,721</u>	<u>(23,035)</u>	<u>201,686</u>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

Voluntary income including donations, gifts and legacies and grants that provide core funding or are of a general nature are recognised where there is entitlement, receipt is probable and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is recognised on a receivable basis.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific conditions is recognised as earned (as the related goods and services are provided). Grant income included in this category provides funding to support activities and is recognised where there is entitlement, receipt is probable and the amount can be measured with sufficient reliability.

Volunteers and donated services

The value of services provided by volunteers is not incorporated into these financial statements.

Where goods or services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

Expenditure

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

- Fundraising costs are those costs incurred in attracting voluntary income.
- Charitable activities include expenditure associated with providing services to the charity's beneficiaries and include both the direct costs and support costs relating to those activities.
- Support costs include central functions and governance costs. These have been allocated to activities on a basis consistent with the use of resources.

Irrecoverable VAT

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

- | | |
|--------------------------|--|
| Improvements to property | - 20% on cost |
| Fixtures and fittings | - 25% on cost and over the period of the lease |

Individual fixed assets costing £300 or more are capitalised at cost.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

1. ACCOUNTING POLICIES - continued**Taxation**

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Assets obtained under hire purchase contracts or finance leases are capitalised in the Balance Sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is shorter.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.7.24	31.7.23
	£	£
Donations	1,894	1,300
	<u>1,894</u>	<u>1,300</u>

3. INVESTMENT INCOME

	31.7.24	31.7.23
	£	£
Deposit account interest	343	495
	<u>343</u>	<u>495</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	31.7.24	31.7.23
	Work related learning and careers guidance	Total activities
	£	£
Sponsorships	94,750	121,536
SLA income	747,049	724,813
Grants	152,019	166,648
Contributions to events	24,570	30,521
	<u>1,018,388</u>	<u>1,043,518</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

4. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.7.24 £	31.7.23 £
Basingstoke & Dean Council	36,000	36,000
The Hearn Foundation	72,686	67,481
Garfield & Weston	8,333	30,000
CABWI	35,000	31,667
Miller Homes	-	1,500
	<u>152,019</u>	<u>166,648</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Work related learning and careers guidance	<u>722,007</u>	<u>266,905</u>	<u>988,912</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.7.24 £	31.7.23 £
Staff costs	650,352	641,692
Resources	65,794	63,555
Administrative expenses	3,864	4,926
Consultancy	1,997	8,934
	<u>722,007</u>	<u>719,107</u>

7. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Work related learning and careers guidance	<u>262,405</u>	<u>4,500</u>	<u>266,905</u>

Support costs, included in the above, are as follows:

Management

	31.7.24 Work related learning and careers guidance £	31.7.23 Total activities £
Staff costs	121,941	124,507
Rent, rates and service charge	41,786	41,472
Insurance	5,275	5,178
Telephone	11,171	6,293
Carried forward	180,173	177,450

EBP SOUTH LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

7. SUPPORT COSTS - continued

Management - continued

	31.7.24 Work related learning and careers guidance £	31.7.23 Total activities £
Brought forward	180,173	177,450
Postage and stationery	991	799
Printing, marketing and advertising	5,607	5,423
Sundries	815	593
Travel and allowances	23,313	23,529
Equipment maintenance	6,291	4,819
Irrecoverable VAT	15,963	14,956
Professional fees	9,209	6,321
Other staff costs	15,611	10,994
Depreciation of tangible fixed assets	2,361	3,489
Bank loan interest	657	903
Finance lease interest	-	25
Equipment hire	1,414	1,201
	<u>262,405</u>	<u>250,502</u>

Governance costs

	31.7.24 Work related learning and careers guidance £	31.7.23 Total activities £
Auditors' remuneration	<u>4,500</u>	<u>4,500</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.7.24 £	31.7.23 £
Depreciation - owned assets	<u>2,361</u>	<u>3,489</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

9. AUDITORS' REMUNERATION

	31.7.24 £	31.7.23 £
Fees payable to the charity's auditors		
For audit services		
Audit of the financial statements of the group and company	4,500	4,500
Preparation of VAT returns	600	610
	<u>5,100</u>	<u>5,110</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2024 nor for the year ended 31 July 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 July 2024 nor for the year ended 31 July 2023.

11. STAFF COSTS

	31.7.24 £	31.7.23 £
Wages and salaries	704,836	702,853
Social security costs	47,884	45,110
Other pension costs	19,573	18,236
	<u>772,293</u>	<u>766,199</u>

The average monthly number of employees during the year was as follows:

	31.7.24	31.7.23
Charitable	32	34
Support	6	6
	<u>38</u>	<u>40</u>

No employee received emoluments in excess of £60,000 (31.7.23: None).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,300	-	1,300
Charitable activities			
Work related learning and careers guidance	944,370	99,148	1,043,518
Investment income	495	-	495
Total	<u>946,165</u>	<u>99,148</u>	<u>1,045,313</u>

EXPENDITURE ON

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
Charitable activities			
Work related learning and careers guidance	874,961	99,148	974,109
NET INCOME	71,204	-	71,204
RECONCILIATION OF FUNDS			
Total funds brought forward	85,086	-	85,086
TOTAL FUNDS CARRIED FORWARD	156,290	-	156,290

13. TANGIBLE FIXED ASSETS

	Improvements to property £	Fixtures and fittings £	Totals £
COST			
At 1 August 2023	32,736	84,339	117,075
Additions	-	3,724	3,724
At 31 July 2024	32,736	88,063	120,799
DEPRECIATION			
At 1 August 2023	32,736	79,088	111,824
Charge for year	-	2,361	2,361
At 31 July 2024	32,736	81,449	114,185
NET BOOK VALUE			
At 31 July 2024	-	6,614	6,614
At 31 July 2023	-	5,251	5,251

Fixed assets, included in the above, which are held under hire purchase contracts or finance leases are as follows:

	Fixtures and fittings £
COST	
At 1 August 2023 and 31 July 2024	4,504
DEPRECIATION	
At 1 August 2023 and 31 July 2024	4,504
NET BOOK VALUE	
At 31 July 2024	-
At 31 July 2023	-

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.7.24	31.7.23
	£	£
Trade debtors	31,691	89,048
Other debtors	2,055	2,055
Prepayments	13,645	14,810
Accrued income	-	3,000
	<u>47,391</u>	<u>108,913</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.7.24	31.7.23
	£	£
Bank loans and overdrafts (see note 17)	10,246	9,993
Trade creditors	15,382	9,915
Social security and other taxes	11,625	17,250
Other creditors	4,128	122,271
Accrued expenses	6,041	4,346
Deferred income	30,512	28,813
	<u>77,934</u>	<u>192,588</u>

Deferred income

Deferred income comprises £nil (31.7.23: £6,000) for sponsorship income, £28,500 (31.7.23: £5,833) for grant income and £2,011 (31.7.23: £16,980) for SLA income received in the year which will be released to income in future financial periods.

	31.7.24	31.7.23
	£	£
Balance brought forward	28,813	37,209
Amount release to incoming resources	(28,813)	(37,209)
Amount deferred in the year	30,511	28,813
	<u>30,511</u>	<u>28,813</u>
Balance carried forward	<u>30,511</u>	<u>28,813</u>

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.7.24	31.7.23
	£	£
Bank loans (see note 17)	<u>10,510</u>	<u>20,754</u>

17. LOANS

An analysis of the maturity of loans is given below:

	31.7.24	31.7.23
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>10,246</u>	<u>9,993</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>10,510</u>	<u>20,754</u>

EBP SOUTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024**

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.7.24 £	31.7.23 £
Within one year	22,461	9,771
Between one and five years	67,512	8,963
	<u>89,973</u>	<u>18,734</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £	Restricted funds £	31.7.24 Total funds £	31.7.23 Total funds £
Fixed assets	6,614	-	6,614	5,251
Current assets	269,833	-	269,833	364,381
Current liabilities	(77,934)	-	(77,934)	(192,588)
Long term liabilities	(10,510)	-	(10,510)	(20,754)
	<u>188,003</u>	<u>-</u>	<u>188,003</u>	<u>156,290</u>

20. MOVEMENT IN FUNDS

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	156,290	31,713	188,003
	<u>156,290</u>	<u>31,713</u>	<u>188,003</u>
TOTAL FUNDS	<u>156,290</u>	<u>31,713</u>	<u>188,003</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	912,939	(881,226)	31,713
Restricted funds			
CABWI grant	35,000	(35,000)	-
Hearn Foundation grant	72,686	(72,686)	-
	<u>107,686</u>	<u>(107,686)</u>	<u>-</u>
TOTAL FUNDS	<u>1,020,625</u>	<u>(988,912)</u>	<u>31,713</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024

20. MOVEMENT IN FUNDS - continued**Comparatives for movement in funds**

	At 1.8.22 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General fund	85,086	71,204	156,290
TOTAL FUNDS	<u>85,086</u>	<u>71,204</u>	<u>156,290</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	946,165	(874,961)	71,204
Restricted funds			
CABWI grant	31,667	(31,667)	-
Hearn Foundation grant	67,481	(67,481)	-
	<u>99,148</u>	<u>(99,148)</u>	<u>-</u>
TOTAL FUNDS	<u>1,045,313</u>	<u>(974,109)</u>	<u>71,204</u>

CABWI grant

CABWI are the awarding body for the water and utilities industry, awarding a grant to support the extended work experience programme which includes the following schemes:

- To work directly with young people (aged 14-24) who are either not in employment, education or training (NEET), or with young people who are at risk of becoming NEET, to improve their access to employment and the labour market.
- Increase the life skills of people so that they may further develop their careers, with a particular focus on the water, utilities and construction industries.

Hearn Foundation grant

The grant has been awarded for the Employer Engagement Programme (EEP). The EEP project aims to assist pupils in understanding how what is learned in the classroom is relevant to the world of work which helps to engage and focus young people in school curriculum.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 JULY 2024**

21. EMPLOYEE BENEFIT OBLIGATIONS

The charitable company operates a defined contribution pension scheme for all salaried employees. Contributions to the scheme are independently administered by Aviva Life Assurance Limited. The pension charge for the period was £19,573 (31.7.23: £18,236). At the balance sheet date the contributions outstanding were £3,964 (31.7.23: £3,906).

22. RELATED PARTY DISCLOSURES

Certain trustee directors were associated with organisations which undertook transactions with the charitable company. All such transactions were undertaken in accordance with the charitable company's normal agreements with suppliers. None of the relevant trustee directors were in a position of material influence within the organisations concerned such that transactions between the charitable company and the organisations require disclosure in the financial statements.

In carrying out its principal activity the charitable company provides support and advice to organisations throughout South Hampshire and from time to time that has included organisations in which trustee directors have an interest. As these transactions were in the normal course of business and their value is not material to either party they have not been disclosed.

Key management

The total remuneration paid to those considered key management during the year was £123,740 (31.7.23: £126,545).

23. ULTIMATE CONTROLLING PARTY

The charitable company is not under the control of another entity or any one individual.