

**Charity Registration No. 1151874**  
**Company Registration No. 07832926**

**PERSONAL SUCCESS**  
**Trustees' Report and Financial Statements**  
**for the year ended 30 November 2023**

Charity Registration No. 1151874  
Company Registration No. 07832926

## **PERSONAL SUCCESS**

### **TRUSTEES' REPORT AND FINANCIAL ACCOUNTS**

**FOR THE YEAR ENDED 30 NOVEMBER 2023**

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**Charity Registration No. 1151874**  
**Company Registration No. 07832926**

**PERSONAL SUCCESS**

**Report of the Trustees for the year ended 30 November 2023**

The Trustees present their report and the financial statements for the year ended 30 November 2021.

The financial statements have been prepared in accordance with the accounting policies set out in

Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

The Trustees who served during the year and up to the date of this report are listed below.

**Legal and administrative information**

<b>Charity Name</b>	<b>PERSONAL SUCCESS</b>
<b>Charity number</b>	<b>1151874</b>
<b>Office Address</b>	<b>15 High Park Street Toxteth England L8 8DX</b>
<b>Trustees</b>	<b>Morufu Babatunde Bello Deqa Ahmed Muse Olakunle Fatai Adesina Omelebanin Ali</b>
<b>Consultant</b>	<b>CWC Consultants Service C/o High Park Street Toxteth England L8 8DX</b>

## **PERSONAL SUCCESS**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2023**

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Personal Success is a limited charitable company governed by its Memorandum and Articles of Association dated 26 November 2012. It is registered as a charity with the Charity Commission on 2 May 2013. The Charity's Board of Trustees are also its Directors who are elected by Annual General Meetings of the members of the Charity, with casual vacancies being filled, as required by the Board of Trustees in accordance with the Articles of Association.

The Board meets regularly throughout the year and attends to all strategic and operational matters.

#### **RISK MANAGEMENT**

The Trustees have conducted a review of the major risks to which the charity is exposed and where appropriate, systems or procedures have been established to mitigate the risks the charity faces. External risks to funding have led to the development of a strategic plan which will allow for the diversification of funding and activities. Internal controls risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers, service users and visitors to the premises. Standards are monitored both internally and externally to ensure consistent quality of delivery for all operational aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity.

#### **OBJECTIVES AND ACTIVITIES**

The objects of the charitable company are as follows:-

- a) To advance the education of the public in the subject of mathematics, science and other subjects, through the provision of an afterschool for children and young people in Liverpool, to help build their knowledge, skills and confidence in order to increase educational attainment.
- b) To advance the education and training of those granted refugee status and their dependants in need thereof so as to advance them in life and assist them to adapt within a new community.
- c) The relief of unemployment of those granted refugee status and those seeking asylum in the United Kingdom, and in particular Liverpool, by the provision of vocational and skills training, advice and support.

## **PERSONAL SUCCESS**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2023**

#### **Public Benefit Statement**

In considering the objectives and activities, the Trustees have considered the Charity Commission's guidance on Public Benefit to ensure that the organisation is meeting its Public Benefit requirements.

#### **ACHIEVEMENTS AND PERFORMANCE**

It has been an exciting year for Personal Success. We have been growing from strength to strength since our establishment in 2011.

The Board of Trustees has been working tirelessly to ensure that we deliver and sustain our collective aim and objectives to advanced education for local people in Liverpool, especially the most deprived. From 2011-2023 we have supported over one thousand people in their educational attainment and achievements.

For the National curriculum subjects: Mathematics, English Language, Physics, Chemistry and Biology, all of our students achieved one or more levels higher than predicted in their actual grades. In respect of this, in addition to the singular intervention and contribution of Personal Success we acknowledge mainstream schools have a part to play in this improvement. The parents and carers have provided positive feedback about Personal Success' contribution to their children's education in the recent years. Students also commented positively about the impact of Personal Success and this has been captured through interviews and questionnaires to find out, how our activities are impacting on students' educational attainment. Our recent GCSEs' result spoke for itself. About 42 students that access our provision achieved some level of education improvement based on their ability.

This success would not have been achieved without the support of our Funders such as, Workers Educational Organisation, LCVS and partners. Award for all lottery..

Also Parents' contributions, stakeholder support, volunteers and non-Teaching staff who support our values and aspirations. We gratefully acknowledge all of their contributions.

In the area of Adult education, especially in the area of employability, we entered into it as a relative Newcomer. However, we are now recognised as one of the outstanding centres that provide skills for. Jobs in South Liverpool. We are unique in our provision as individuals from over 23 nationalities accessed our services in 2015-2021. This would not have been possible without the support of our partners especially WEA, LCVS, Torus Foundations and ESF.

## PERSONAL SUCCESS

### TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2023

We have been running courses successfully for WEA for over 10 years; such as:

- |  |                            |
|--|----------------------------|
| 1 Employability  | ASDAN Awarding Body        |
| 2 Cultural Cookery   |                            |
| 3 Sewing   |                            |
| 4 Community Interpreting Courses L2                                |                            |
| 5 Life in the UK   |                            |
| 6 Driving Theory Test  |                            |
| 7 Mentoring course   |                            |
| 8 Functional skills - Maths  |                            |
| 9 English Language for professionals                               | Ascentis Awarding Body     |
| 10 IT  |                            |
| 11 English as Second Language (ESOL)                               | Ascentis Awarding Body     |
| 12 Number Made Easy  |                            |
| 13 Community Interpreting Courses L1                               | Ascentis Awarding Body     |
| 14 Seeker to Citizenship Courses                                   |                            |
| 15 Health and Sociological care L2 & L3 ( Highfield Awarding body) |                            |
| 16 Safety At work L2 ( Highfield Awarding body)                    |                            |
| 17 Food safety L2 ( Highfield Awarding body)                       |                            |
| 18 Security Training   | (Highfield Awarding Body ) |
| 19 Child Minder courses  |                            |

We have benefited enormously through our partnership with WEA and JCP which we feel has been a "win win" relationship as we have enabled them to access students who were hard to reach for them but assessable for use.

Impressively, over 900 people have completed WEA/JCP Courses, Blackburn House and Granby Trust Development courses with us in past years, and presently, we are over subscribed to the level that we cannot accommodate the demand. Presently, over 80 students are on the waiting list of which 30 of them were to register for ESOL. Another key strategic partner for Personal Success is John Moore Foundations and eduk8. Presently, we are now running accredited courses at NVQ level this includes Health and Social Care, Customer Service and Security Training courses. This has been another way to generate some funds, through delivering the training for them as their local partner for Merseyside area.

The major challenge to Personal Success is shortage of funds to carry out our activities.

## **PERSONAL SUCCESS**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 30 NOVEMBER 2023**

Another important challenge is to maintain our strategic relationship with WES which has been vitally important. There are indications that this could be at risk due to external funding constraints from WEA. It is urgent that Personal Success explores avenues to find continuing support for this provision. This has been successful so far, as we are in partnership with life college in Birmingham and a local organisation at Blackburn House and which relations have been productive.

The impact of COVID-19 on our services is huge, this includes the reason for relocation, which created a reduction in student intake. In addition, this has had an impact on funding. COVID-19 also enabled us to adopt online training for our service and hence which has led to a better environment for our students.

#### **Plans for Future Periods**

Looking ahead, the priorities for 2024-2025 are to raise enough funds in order to meet our immediate demand. We will encourage more local people to come forward to join Personal Success and together we will achieve our aim and aspiration by making education, training and employability support open and accessible to all. We are now registered with awarding bodies. They are Highfield Awarding Body for compliance, ASDAN and Ascentis awarding body. We are now running other courses like Food and Safety, Security Training, Health and Social Care and Teaching and Learning up to Level 3 will be now be included in our courses. The coming year we intend to set up an Agency wing of our service, so that most of the students will be employed by us and send to employers in the areas like health sectors and cleaning operatives.

This will enable us to be more sustainable and avoid total dependency on funding. As we will be struggling to raise funding, Executive Direct will now be sent for training in Management skills and bid writing.

#### **FINANCIAL REVIEW**

Incoming resources for the year £49,606 compared to (2022: £43,641), This was an increase due to a significant improvement after COVID-19 era. Expenditure for the year was £48,446 (2022: £32,775)

At 30 November 2023, the Charity's reserves stood at net surplus of £1,160 (2022: £10,866), the Net Assets £10,349 (2022: £22,546). However, debtors of £13,357 were not realised in the year to 2023.

The Trustees are aware of the current financial position of Personal Success. They will be continuing with fundraising and seeking new contracts/grants, as applicable, in order to mitigate risk.

#### **RESERVES POLICY**

The Trustees aspire to having free reserves at a level that would cover 3 months running costs.

**PERSONAL SUCCESS**

**Independent Examiner's Report to the Trustees  
for the year ended 30 November 2023**

I report on the accounts for the year ended 30 November 2023.

**Respective responsibilities of trustees, members and examiner**

As the charity members you are responsible for the preparation of the accounts: you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by The Charity Commissioners under section 43(7)(B) of the Act, whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

**Independent examiner's statement**

**In connection with my examination, no matter has come to my attention:**

(1) which gives me reasonable cause to believe that in any material respect the requirements

\* to keep accounting records in accordance with section 41 of the Act; and

\* to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

.....

CWC Consultants Service

Date: 20/03/2025

C/o High Park Street  
Toxteth  
England  
L8 8DX



**PERSONAL SUCCESS**  
**Statement of Financial Activities**  
**for the year ended 30 November 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
<b>Incoming resources</b>					
Incoming resources from generated funds:	2				
<b>Voluntary income:</b>					
Main Grant - Lottery monies		10,000		10,000	
Workers Educational Income		18,855		18,855	7,280
Community Foundation					6,964
Torus Foundation					2,466
National Heritage income					9,680
John Moores Foundation		5,000		5,000	5,000
Bank interest receivable	3				1
Women TT					480
Other income		294		294	-
LCVS					11,770
Other income - w/back		13,357		13,357	-
CIF Grant		2,100		2,100	-
<b>Total incoming resources</b>		<b>49,606</b>	<b>-</b>	<b>49,606</b>	<b>43,641</b>
<b>Resources expended</b>	4		-		
Charitable activities		6,725		6,725	8,851
Trustees costs		5,165		5,165	3,243
Depreciation		591		591	695
Administrative expenses		35,665		35,665	19,146
Governance costs		300		300	840
<b>Total resources expended</b>		<b>48,446</b>	<b>-</b>	<b>48,446</b>	<b>32,775</b>
<b>Net incoming/outgoing resources before transfers</b>					
Gross transfers between funds					
		1,160		1,160	10,866
Reconciliation of funds					
Total funds brought forward		22,546 (13,357)		22,546 (13,357)	11,680
<b>Total funds carried forward</b>		<b>10,349 -</b>		<b>10,349</b>	<b>22,546</b>

**PERSONAL SUCCESS**

Balance Sheet as at 30 November 2023

	Notes	2023	£	2022	£
<b>Fixed assets</b>					
Tangible assets	5	<u>3,358</u>	3,358	<u>3,949</u>	3,949
<b>Current assets</b>					
Debtors				13,357	
Cash at bank and in hand		<u>8,525</u>		<u>6,080</u>	
		8,525		19,437	
<b>Creditors: amounts falling due within one year</b>	6	<u>(1,534)</u>		<u>(940)</u>	
		6,991			
<b>Net current (liabilities)/assets</b>			6,991		18,597
<b>TOTAL ASSETS LADS CURRENT LIABILITIES</b>			<u>10,349</u>		<u>22,546</u>
<b>NET ASSETS</b>					<u>22,546</u>
<b>Income funds</b>					
Brought forward		22,546		11,680	
Ajustments to debtors b/fwd		-13,357		10,866	
Surplus for the year		<u>1,160</u>			
<b>Total charity funds</b>			<u>10,349</u>		<u>22,546</u>

Approved by the trustees on ..... and signed on their behalf by:

**Morufu Babatunde Bello**

16/02/25

.....  
Trustee

**Notes to the financial statements  
for the year ended 30 November 2023****1. Accounting policies****(a) Basis of preparation**

The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005) issued in March 2005, and applicable UK Accounting Standards and the Charities Act 2011.

The financial statements have been prepared on a going concern basis that assumes that the charity will continue to receive the support of its bankers, creditors and funders.

The charity is aware of the deficit incurred and is in the process of addressing this including actions to secure more funding and implement efficiency strategies.

**(b) Funds structure**

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include all funds that the trustees use at their discretion, and have set aside resources for a specific purpose.

**(c) Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

**(d) Resources expended**

Expenditure is recognised on an actual basis as a liability is incurred. Expenditure includes any VAT which cannot fully recovered, and is reported as part of the expenditure to which it relates.

**(e) Charitable activities**

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

**(f) Tangible fixed assets and depreciation**

Tangible fixed assets other than freehold land are stated at cost or valuation less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows:

Computer Equipment	- 15% straight line basis
Fixtures, fittings & Equipment	- 10% straight line basis

**(g) Taxation**

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions.

**PERSONAL SUCCESS**

Notes to the financial statements  
for the year ended 30 November 2023

2. Funds	Unrestricted funds	Restricted funds	Total 2023	Total 2022
<b>Voluntary income:</b>				
Main Grant - Lottery monies	10,000		10,000	-
Workers Educational Income	18,855		18,855	7,280
Community Foundation	-		-	6,964
Torus Foundation	-		-	2,466
National Heritage Income	-		-	9,680
John Moores Foundation	5,000		5,000	5,000
Women TT	-		-	480
Other income	294		294	-
Other income - w/back debtors	13,357		13,357	-
<b>Grants:</b>				
CIF Grant	2,100		2,100	11,770
Liverpool CC	-		-	-
Bank interest	-		-	1
Directors loans				
	49,606	-	49,606	43,641
3. Bank interest	-		-	1
<b>4. Resources expended</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>
	£	£	£	£
Activities undertaken directly	48,446	-	48,446	32,775
	48,446	-	48,446	32,775
	2023	2022	2023	2022
<b>Total resources expended</b>	<b>Depreciation</b>	<b>Other costs</b>	<b>Total</b>	<b>Total</b>
Depreciation	591	-	591	695
Governance costs & Accountancy fees	300	-	300	940
	891	-	891	1,635

Governance costs includes payments to the accountancy fees of £300: (2022: £850)

**PERSONAL SUCCESS**

**Notes to the Financial Statements**

**For the year ended 30 November 2023**

**5. Trustees**

None of the trustees (or any persons connected with them) received any remuneration during the year and none of them was reimbursed expenses.

**5. Tangible fixed assets**

	Computer Equipment	Fixtures, Fittings & Equipment	TOTAL
	£	£	£
<b>Cost</b>			
At 1 December 2022	3,766	274	4,040
Additions	3,280	-	3,280
At 30 November 2023	7,046	274	7,320
<b>Depreciation</b>			
At 1 December 2022	3,130	241	3,371
Charge for the period	587	4	591
At 30 November 2023	3,717	245	3,962
<b>Net Book Values</b>			
At 30 November 2023	3,329	29	3,358
At 30 November 2022	3,916	33	3,949

**6. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Accruals	1,534	300
	1,534	150

**PERSONAL SUCCESS****DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 NOVEMBER 2023**

(This page does not form part of the statutory financial statements)

	30/11/2023		30/11/2022
	£		£
<b>INCOME</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	
<b>Incoming Resources from Generated Funds</b>			
Main Grant - Lottery monies	10,000	-	-
Workers Educational	18,855	-	7,280
Community Foundation	-	-	6,964
Torus Foundation	-	-	2,466
National Heritage	-	-	9,680
John Moores Foundation	5,000	-	5,000
Women TT	-	-	480
Bank interest	-	-	1
LCVS	-	-	11,770
Other income	294	-	-
Other trading income w/back	13,357	-	-
CIF Grant	2,100	-	-
	<b>49,606</b>	<b>-</b>	<b>43,641</b>
<b>Resources expended</b>			
Charitable activities	7,310		12,094
	<b>7,310</b>		<b>12,094</b>
<b>Administrative Expenses</b>			
Trustees costs	5,165		-
Recruitment costs ESOL Training	5,249		150
Tutor expenses	5,025		-
Staff salaries	4,133		-
Staff expenses H Mohamud	315		-
Administrative work	1,597		-
Volunteer expenses	250		-
Training	1,202		-
Offsted	114		-
NFCE	1,100		-
Qualsafe	540		-
Rent	5,069		8,513
<b>c/fd</b>	<b>29,759</b>		<b>8,663</b>

Cont'd

Company Registration No. 07832926

Charity Registration No. 1151874

# **PERSONAL SUCCESS**

**DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 NOVEMBER 2023**

	£	£
	29,759	8,663
Train 2 Succeed	1,200	-
Evaluation	1,500	-
Computer software, consumables and maintenance	1,000	1,673
Insurance	793	476
Advertising and HFL Exhibition	2,372	-
Printing, postage and stationery	1,204	771
Telecommunications and data costs	817	737
Website costs	-	4,712
Accountancy fees	605	840
Consultation fees	394	2,000
Bank charges	101	113
Depreciation - Fixtures and fittings	-	4
- Computer equipment	591	691
Sundry expenses	800	1
	<u>41,136</u>	<u>20,681</u>
<b>TOTAL EXPENDITURE</b>	<b>1,160</b>	<b>10,866</b>
<i>Net incoming/outgoing resources before transfers</i>	-13,357	-
<i>Reconciliation of funds</i>		
<i>Total funds brought forward</i>	<u>22,546</u>	<u>11,680</u>
<b>SURPLUS/DEFICIT carried forward</b>	<b><u>10,349</u></b>	<b><u>22,546</u></b>

**PERSONAL SUCCESS****DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 NOVEMBER 2023**

(This page does not form part of the statutory financial statements)

	30/11/2023		30/11/2022
	£		£
<b>INCOME</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	
<b>Incoming Resources from Generated Funds</b>			
Main Grant - Lottery monies	10,000	-	-
Workers Educational	18,855	-	7,280
Community Foundation	-	-	6,964
Torus Foundation	-	-	2,466
National Heritage	-	-	9,680
John Moores Foundation	5,000	-	5,000
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<b>Resources expended</b>			
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Training	1,202		-
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NFCE	1,100		-
Qualsafe	540		-
Rent	5,069		8,513
<b>c/fd</b>	<b>29,759</b>		<b>8,663</b>



Cont'd

Company Registration No. 07832926

Charity Registration No. 1151874

## PERSONAL SUCCESS

### DETAILED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 NOVEMBER 2023

	£	£
	29,759	8,663
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Computer software, consumables and maintenance	1,000	1,673
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<i>Total funds brought forward</i>	22,546	11,680
<b>SURPLUS/DEFICIT carried forward</b>	<b>10,349</b>	<b>22,546</b>