

REGISTERED COMPANY NUMBER: 08511224 (England and Wales)
REGISTERED CHARITY NUMBER: 1155597

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2025
FOR
WORK-WISE FOUNDATION
(A COMPANY LIMITED BY GUARANTEE)

Gibson Booth Limited
12 Victoria Road
Barnsley
South Yorkshire
S70 2BB

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FOR THE YEAR ENDED 30 APRIL 2025

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WORK-WISE FOUNDATION

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 30 APRIL 2025

TRUSTEES

M Cooper
C P Hudson MBE
D J O'Hara
J Ray (appointed 1.5.25)

REGISTERED OFFICE

137 Carlisle Street
Sheffield
S4 7LJ

REGISTERED COMPANY NUMBER 08511224 (England and Wales)

REGISTERED CHARITY NUMBER 1155597

INDEPENDENT EXAMINER

Gibson Booth Limited
12 Victoria Road
Barnsley
South Yorkshire
S70 2BB

BANKERS

Santander
2 Triton Square
Regent's Place
London
NW1 3AN

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

The Trustees present their annual report together with the financial statements of the company for the year 1 May 2024 to 30 April 2025. The annual report serves the purposes of both Trustees' Report and Directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the Charitable Company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland.

The past year has seen a growth in activity and expansion of the team with a joint part time CEO and Marketing Manager. This has helped meet demand for our services and take on delivery of additional activities, most notably The Sector Routeways into Manufacturing and Warehousing programme. Key events continued to perform strongly with growth in both Get up to Speed with STEM (which celebrated its 15th anniversary and expanded to 2 days) and North Star Science School.

The Work-wise Foundation continues to respond and offer increased new opportunities, for young people, the unemployed and those employers who are looking to fill skills gaps. Recruitment and finding a pipeline of job ready young people continues to be a major challenge for employers, not just in science, technology, engineering and manufacturing sectors but increasingly in many other sectors too.

We have continued to deliver well established activities and events including the above and our Summer Employability Academy and Vulcan Education Programmes. Our reach has been extended with some activities beyond South Yorkshire. We have also been able to offer more and new opportunities through initiatives such as STEMM-Wise and Build it Green.

We have continued in our key collaboration with Gullivers Valley Theme Park and the development of Skills Street CIC and have now moved our operational office to Skills Street which is due to open its doors to visitors from May 2025. Offering new opportunities for collaboration and programme development and a real opportunity to grow and strengthen.

We are committed to staff development and are pleased that our Sales and Marketing Trainee has now successfully completed her Level 3 Apprenticeship on Digital Marketing, passing with distinction. As always, we are very grateful to our funders, volunteers and employers, without whose resources, skills, experience and enthusiasm we wouldn't be able to provide the support and impact that is so greatly needed.

We continued to be proud of what we achieve year on year as a small organisation and look forward to continuing to build on the support we are able to offer to young people and those seeking employment from all backgrounds and communities, those who educate and support them and the business community who benefit from a better informed, more confident and better prepared future workforce.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

OBJECTIVES AND ACTIVITIES

Objectives

The Work-wise Foundation is an 'employer inspired and led', practical educational initiative with the purpose of supporting the development of young people and others in the Sheffield City Region and surrounding areas so they have the knowledge, skills, aptitude and opportunities to make a successful transition from education to adult and working life.

The objects of the Charity are to act as a resource for young people up to the age of 25, and vulnerable adults up to the age of 30, living in the Sheffield City Region and the surrounding area, by providing advice and assistance and organising programmes for education, training and other activities as a means of:

- o Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.

- Advancing education.
- Relieving unemployment.
- Providing recreational and leisure time activity in the interests of social welfare for people living in the areas of benefit who have need by reason of their youth, age, infirmity/ disability, poverty or social and economic circumstances with a view to improving the life of such persons.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

OBJECTIVES AND ACTIVITIES

Activities

The Work-wise Foundation helps to bridge the gap between education/worklessness and employment. It translates learning and aptitude into employability and attributes that will enable young people to enter the workplace. Work-Wise is unique in that it is designed, led, assessed and evaluated by the private sector. Work-Wise companies not only contribute financially into the Foundation, they also commit to providing experiences and opportunities to industry standards as well as opening up their own job opportunities to young people as their business expands through recruitment onto apprenticeships, graduate recruitment programmes etc.

Work-wise is relevant to all young people, from those in mainstream education to those with Special Education Needs and Disabilities (SEND) to those who are home educated, and supports all levels of learning and training, being equally appropriate for graduates and NEETS (Not in Education, Employment or Training) as it is for young people who do not wish to go into further and higher education. It is about work readiness, work awareness and work inspiration for all, and is now using the learning from its manufacturing and engineering beginnings to extend into other sectors, broadening the range of opportunities for young people, including offering opportunities to home educated young people and more generally from primary age upwards. The last four years has seen these opportunities be able to reach even more young people through development of new programmes, expansion of exiting events and programmes and also offering on-line and virtual opportunities.

We deliver a number of standard programmes (Face to Face and Virtual) and also customised and personalised programmes to meet individual needs.

Our core activities have included:

- Virtual and face to face Employability programmes delivered to young people still in school, FE or HE providing an extended introduction to the world of work and the skills and attitudes employers are looking for, plus progression routes into employment.
- Interactive and inspirational careers, information and advice events and workshops including regional showcase careers events for the Sector - Get up to Speed with Science, Technology, Engineering and Manufacturing, and The North Star Science School. Both delivered in 2024/25 face to face reaching over 7,000 young people and educators.
- Modular programmes including What Employers Want, Teambuilding sessions, Skills Matter activities and STEMM-Wise days
- Employability Summer Academy's and extended employability programmes designed to fit around the curriculum.
- Careers Speed Networking cross sector sessions in schools and attending schools careers sessions and evenings.
- Introducing Primary age students (Year 1 to Year 6) to STEAM (Science, Technology Engineering, Arts and Maths) and jobs raising knowledge, aspirations and awareness of the varied jobs and careers in STEAM.
- An education partnership with The Vulcan to the Sky Trust to introduce young people (primary and secondary age) into STEM experiences and careers through Vulcan XH558, an iconic piece of British engineering. These include the new Flying Roadshow Primary Days as well as competitions and challenges.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

OBJECTIVES AND ACTIVITIES

- Attending and supporting careers days/speed networking and events in secondary schools and HE establishments.
- Working in partnership with Sheffield College to deliver an Employer Skills Academy and introduce students to employers to help bring their learning to life.
- Delivering Sector Routeways into Manufacturing and Warehousing Training programmes for those interested in pursuing a career in these job roles, delivered to all ages from School leavers to those older unemployed individuals.- Developing and piloting new activities, modules and materials that will embed green and sustainability knowledge and skills in future employees. Such as Build it Green.
- Supporting the development of Skills Street CIC World of Work and Careers attraction, opening in May 2025

We also deliver a number of support programmes for employers, communities and educational establishments to enable them to develop sustainable partnerships to open up opportunities for young people and help with transition from education and unemployment into work. We offer mentoring for employers as well as young people and have developed a "Be Prepared" Tool Kit and a range of training specifically for employers to help them engage more effectively with young people and help young people remain in employment and succeed.

Our activities also include ensuring the Health and Safety and safeguarding of all participants and beneficiaries.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

OBJECTIVES AND ACTIVITIES

Public benefit

In all activities the Trustees have had regard to the guidance issued by the Charity commission on public benefit.

The Work-wise Foundation exists to deliver public benefit. Beneficiaries come from across the Sheffield City Region, with the added value of some benefitting from further afield

Our main activities are to help inspire, inform and provide practical advice, hands on activities, support, skills and resilience to our beneficiaries helping them better prepare for future life and work.

Why is this needed:

- Globally youth unemployment has been at a record high in the last decade.
- Forecast increases in youth unemployment. The COVID-19 Pandemic has only served to heighten this problem and is likely to have a continued negative impact over the coming years
- Industry continues to highlight skills and the lack of young people coming into the industry as a key challenge and concern.
- The commonly held consensus is that, on the whole, young people are inadequately prepared for work. This is a viewpoint that continues to prevail.
- There are no nationally agreed aims and outcomes for education - preparing young people for work does not seem to be integral to the education system. However, The Gatsby Career Benchmarks, adopted in the Government's Careers Strategy re-enforce the message that the more interactions young people have with employers, the more likely they are to succeed in gaining meaningful employment.
- Potentially generations of lost talent, impacting both economically and socially as many young people become NEET (Not in Education, Employment or Training).
- A reduced number of young people starting and completing new apprenticeships.

The Work-Wise Foundation is part of the solution to these challenges:

- Work-wise is now a well-established brand in our Sheffield City Region and a go to organisation to help resolve these challenges. Its prime purpose is to make our young people 'Work wise' helping them make the transition from education into employment.
- Work-wise is quite unique in its approach. The charity was established by volunteer business leaders and has been designed by employers aligned to recruitment competencies.
- Work-wise framework is designed as an exit programme from education and training into work - its flexibility making it appropriate for all sectors, ages, qualifications, size of company etc.
- Work-wise removes barriers to work and apprenticeship opportunities, providing an essential 'pipeline' of work ready people who are 'fit for purpose' for local industry. It also works with young people who are NEET or who are at risk of becoming NEET.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

ACHIEVEMENT AND PERFORMANCE

Review of Activities

The past year has seen a consolidation in activities and continued strong demand for our existing and new services and allowed us to continue to support individuals and organisations.

We continue to receive amazing support from many industry and education/community leaders and utilise our forums which include employers, professionals, volunteers, teachers and other key stakeholders.

This and the continuing ongoing impact of the pandemic, particularly on young people, the cost of living crisis and international factors have reinforced our belief that there is a desire and need for the work of the charity.

During the year some of our key achievements were:

- Engaging with 10,032 beneficiaries in STEM and other employability related activities.
- Inspired and informed over 7,000 young people and educators through major events, Get up to Speed with STEM and North Star Science School.
- Worked with and supported 456 employers and employees
- Supported 2,538 individuals, including primary children, secondary, college and university students, families and unemployed adults.
- Had 38 young people (aged 14-18) graduate from our STEM employability Academies.

The full impact and outcomes of our activities are not always quantifiable in the short-term, but feedback we get on our events and activities is always very positive from students, educators and parents and also from employers. Here's just one example of recent feedback received:

"It was the best decision I ever made, coming on The Work-wise Summer Academy. You've had a great impact on my career, and I think it's brilliant you are able to open doors for school leavers to engineering and STEM through your work"

FINANCIAL REVIEW

Financial review

After a year of heavy investment in 2023/24 to help future proof the Charity 2024/5 has seen a year of growth in trading levels with a turnover of £241,045 (up from £194,748) with a small loss of £1,507. Income came from restricted donations/ grants, unrestricted donations from employers, individuals and trusts and also from services provided as detailed in the accounts. There was a one off exceptional additional investment in the year to support the 15th Anniversary of Get up to Speed with STEM.

The Trustees' aim to have reserves of up to £35,000 in the short term. This amount is broadly equivalent to three months fixed costs and will allow the Charity to respond to any short-term fluctuations in income. Given the current positive outlook and expected growth in 2025/26 due to secured additional contracts the Trustees do not consider that any reserves should be held to cover unplanned closure. The Trustees review the reserves policy annually.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

FINANCIAL REVIEW

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Charity constitution

Registered as a charitable company limited by guarantee and was set up by a Trust deed.

The company is constituted under a Trust deed and is a registered charity, number 1155597.

Governance of The Work-Wise Foundation is detailed in the Memorandum and Articles of Association dated 30 April 2013.

Methods of appointment or election of Trustees

The minimum number of Trustees for The Work-Wise Foundation is two. Recruitment and appointment of new trustees is by ordinary resolution. The Charity may appoint a person who is willing to act to be a Trustee and determine the rotation by which any trustees are to retire.

The Trustees manage the business of the Charity and may exercise all the powers of the Charity unless they are subject to any restrictions imposed by the Companies Acts, the articles or any special resolution.

FUNDS HELD AS CUSTODIAN FOR OTHERS

No funds are held by the Charity as custodian trustee.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 APRIL 2025**

STATEMENT OF TRUSTEES RESPONSIBILITIES

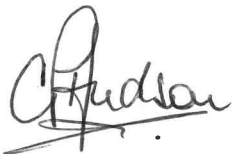
The Trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles of the Charities SORP (FRS 102).
- make judgements and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 25 June 2025 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'C P Hudson', with a horizontal line drawn underneath it.

C P Hudson MBE - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
WORK-WISE FOUNDATION (REGISTERED NUMBER: 08511224)**

Independent examiner's report to the trustees of Work-Wise Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 April 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its 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 EXAMINER'S REPORT TO THE TRUSTEES OF
WORK-WISE FOUNDATION (REGISTERED NUMBER: 08511224)**

Independent examiner's 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:

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 an 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 accounts to be reached.

Scott Mell

Scott Mell

Gibson Booth Limited
12 Victoria Road
Barnsley
South Yorkshire
S70 2BB

Date: 9 July 2025

WORK-WISE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 APRIL 2025

		Unrestricted fund £	Restricted funds £	30.4.25 Total funds £	30.4.24 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	5,883	21,458	27,341	22,797
Charitable activities	4				
Services provided		<u>213,704</u>	<u>-</u>	<u>213,704</u>	<u>171,951</u>
Total		<u>219,587</u>	<u>21,458</u>	<u>241,045</u>	<u>194,748</u>
EXPENDITURE ON					
Raising funds	5	73,786	-	73,786	55,670
Charitable activities	6				
Services provided		135,156	23,955	159,111	159,893
Governance		4,029	-	4,029	3,265
Other costs	9	<u>5,626</u>	<u>-</u>	<u>5,626</u>	<u>4,197</u>
Total		<u>218,597</u>	<u>23,955</u>	<u>242,552</u>	<u>223,025</u>
NET INCOME/(EXPENDITURE)		990	(2,497)	(1,507)	(28,277)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>21,426</u>	<u>4,997</u>	<u>26,423</u>	<u>54,700</u>
TOTAL FUNDS CARRIED FORWARD		<u>22,416</u>	<u>2,500</u>	<u>24,916</u>	<u>26,423</u>

The notes form part of these financial statements

WORK-WISE FOUNDATION (REGISTERED NUMBER: 08511224)**BALANCE SHEET
30 APRIL 2025**

	Notes	Unrestricted fund £	Restricted funds £	30.4.25 Total funds £	30.4.24 Total funds £
CURRENT ASSETS					
Stocks	14	108	-	108	108
Debtors	15	9,236	-	9,236	8,867
Cash in hand		<u>27,930</u>	<u>2,500</u>	<u>30,430</u>	<u>45,270</u>
		37,274	2,500	39,774	54,245
CREDITORS					
Amounts falling due within one year	16	(14,026)	-	(14,026)	(21,990)
		<u>23,248</u>	<u>2,500</u>	<u>25,748</u>	<u>32,255</u>
NET CURRENT ASSETS					
		23,248	2,500	25,748	32,255
TOTAL ASSETS LESS CURRENT LIABILITIES					
		23,248	2,500	25,748	32,255
CREDITORS					
Amounts falling due after more than one year	17	(832)	-	(832)	(5,832)
		<u>22,416</u>	<u>2,500</u>	<u>24,916</u>	<u>26,423</u>
NET ASSETS					
		22,416	2,500	24,916	26,423
FUNDS					
Unrestricted funds	19			22,416	21,426
Restricted funds				<u>2,500</u>	<u>4,997</u>
TOTAL FUNDS					
				<u>24,916</u>	<u>26,423</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 April 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 April 2025 in accordance with Section 476 of the Companies Act 2006.

The notes form part of these financial statements

BALANCE SHEET - continued
30 APRIL 2025

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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 by the Board of Trustees and authorised for issue on 25 June 2025 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'C P Hudson', with a stylized flourish underneath.

C P Hudson MBE - Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 APRIL 2025**

1. COMPANY STATUS

The charity is a private company limited by guarantee incorporated in England and Wales. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office is shown on page 1.

2. 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 2019)', 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.

The financial statements are presented in sterling which is the functional currency of the company and rounded to the nearest pound.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Governance costs include costs of the preparation and examination of the statutory accounts, the costs of trustee meeting and any legal advice to trustees on governance or constitutional matters.

Costs of generating funds are the costs of trading for fundraising purposes.

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.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 APRIL 2025**

2. ACCOUNTING POLICIES - continued

Expenditure

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Cost is calculated using a first-in, first-out method and includes all purchase, transport and handling costs that have been incurred in bringing the stocks to their present location and condition.

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.

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.

Government grants

Government grants receivable are recognised when there is a reasonable assurance that the grant conditions will be met and is included within other operating income.

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

3. DONATIONS AND LEGACIES

	30.4.25	30.4.24
	£	£
Donations	<u>27,341</u>	<u>22,797</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	30.4.25	30.4.24
	£	£
Charitable activities Activity Services provided	<u>213,704</u>	<u>171,951</u>

5. RAISING FUNDS

Other trading activities

	30.4.25	30.4.24
	£	£
Staff costs	<u>73,786</u>	<u>55,670</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 7)	Support costs (see note 8)	Totals
	£	£	£
Services provided	159,111	-	159,111
Governance	<u>-</u>	<u>4,029</u>	<u>4,029</u>
	<u>159,111</u>	<u>4,029</u>	<u>163,140</u>

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

7. DIRECT COSTS OF CHARITABLE ACTIVITIES

	30.4.25	30.4.24
	£	£
Staff costs	30,055	43,301
Postage and stationery	644	299
Advertising	8,517	18,971
Sundries	2,025	1,920
Direct project costs	69,312	64,976
Establishment project costs	42,884	25,983
Office expenses	3,993	2,335
Travel & entertainment	870	1,305
Subscriptions	546	448
Interest payable and similar charges	265	355
	<u>159,111</u>	<u>159,893</u>

8. SUPPORT COSTS

	Governance costs
	£
Governance	<u>4,029</u>

9. OTHER COSTS

	30.4.25	30.4.24
	£	£
Establishment costs	2,795	2,187
Office costs	2,617	1,671
Interest payable and similar charges	214	339
	<u>5,626</u>	<u>4,197</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 APRIL 2025

10. NET INCOME/(EXPENDITURE)

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

	30.4.25	30.4.24
	£	£
Independent examiner's fee	<u>2,400</u>	<u>2,200</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 April 2025 nor for the year ended 30 April 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 April 2025 nor for the year ended 30 April 2024.

12. STAFF COSTS

	30.4.25	30.4.24
	£	£
Wages and salaries	105,435	95,131
Social security costs	2,273	1,456
Other pension costs	<u>2,420</u>	<u>2,383</u>
	<u>110,128</u>	<u>96,565</u>

The total amount of employee benefits received by key management personnel £69,347 (2024: £57,577).

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

	30.4.25	30.4.24
Management	3	2
Charitable activities	<u>2</u>	<u>2</u>
	<u>5</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 APRIL 2025

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,175	21,622	22,797
Charitable activities			
Services provided	<u>171,951</u>	<u>-</u>	<u>171,951</u>
Total	<u>173,126</u>	<u>21,622</u>	<u>194,748</u>
 EXPENDITURE ON			
Raising funds	55,670	-	55,670
Charitable activities			
Services provided	125,245	34,648	159,893
Governance	3,265	-	3,265
Other costs	<u>4,197</u>	<u>-</u>	<u>4,197</u>
Total	<u>188,377</u>	<u>34,648</u>	<u>223,025</u>
 NET INCOME/(EXPENDITURE)	(15,251)	(13,026)	(28,277)
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>36,677</u>	<u>18,023</u>	<u>54,700</u>
 TOTAL FUNDS CARRIED FORWARD	<u>21,426</u>	<u>4,997</u>	<u>26,423</u>

WORK-WISE FOUNDATION**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 APRIL 2025****14. STOCKS**

	30.4.25	30.4.24
	£	£
Stocks	<u>108</u>	<u>108</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.4.25	30.4.24
	£	£
Trade debtors	6,224	8,753
Prepayments and accrued income	<u>3,012</u>	<u>114</u>
	<u>9,236</u>	<u>8,867</u>

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.4.25	30.4.24
	£	£
Bank loans (see note 18)	5,000	5,000
Trade creditors	1,103	2,325
Social security and other taxes	1,574	1,368
VAT	3,620	1,097
Other creditors	529	-
Accruals and deferred income	<u>2,200</u>	<u>12,200</u>
	<u>14,026</u>	<u>21,990</u>

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

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

	30.4.25	30.4.24
	£	£
Bank loans (see note 18)	<u>832</u>	<u>5,832</u>

18. LOANS

An analysis of the maturity of loans is given below:

	30.4.25	30.4.24
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>5,000</u>	<u>5,000</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>832</u>	<u>5,832</u>

19. MOVEMENT IN FUNDS

	At 1.5.24	Net movement in funds	At
	£	£	30.4.25
			£
Unrestricted funds			
General fund	21,426	990	22,416
Restricted funds			
South Yorkshire Community Foundation	4,997	(4,997)	-
Chruch Burgess	<u>-</u>	<u>2,500</u>	<u>2,500</u>
	<u>4,997</u>	<u>(2,497)</u>	<u>2,500</u>
TOTAL FUNDS	<u>26,423</u>	<u>(1,507)</u>	<u>24,916</u>

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	219,587	(218,597)	990
Restricted funds			
South Yorkshire Community Foundation	-	(4,997)	(4,997)
Ironmongers	15,000	(15,000)	-
Chruch Burgess	5,000	(2,500)	2,500
Remark learning	1,458	(1,458)	-
	<u>21,458</u>	<u>(23,955)</u>	<u>(2,497)</u>
TOTAL FUNDS	<u>241,045</u>	<u>(242,552)</u>	<u>(1,507)</u>

Comparatives for movement in funds

	At 1.5.23 £	Net movement in funds £	At 30.4.24 £
Unrestricted funds			
General fund	36,677	(15,251)	21,426
Restricted funds			
South Yorkshire Community Foundation	7,833	(2,836)	4,997
Social Investment Business Grant	10,190	(10,190)	-
	<u>18,023</u>	<u>(13,026)</u>	<u>4,997</u>
TOTAL FUNDS	<u>54,700</u>	<u>(28,277)</u>	<u>26,423</u>

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	173,126	(188,377)	(15,251)
Restricted funds			
South Yorkshire Community Foundation	4,997	(7,833)	(2,836)
Ironmongers	16,625	(16,625)	-
Social Investment Business Grant	-	(10,190)	(10,190)
	<u>21,622</u>	<u>(34,648)</u>	<u>(13,026)</u>
TOTAL FUNDS	<u>194,748</u>	<u>(223,025)</u>	<u>(28,277)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.5.23 £	Net movement in funds £	At 30.4.25 £
Unrestricted funds			
General fund	36,677	(14,261)	22,416
Restricted funds			
South Yorkshire Community Foundation	7,833	(7,833)	-
Social Investment Business Grant	10,190	(10,190)	-
Chruch Burgess	-	2,500	2,500
	<u>18,023</u>	<u>(15,523)</u>	<u>2,500</u>
TOTAL FUNDS	<u>54,700</u>	<u>(29,784)</u>	<u>24,916</u>

WORK-WISE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 30 APRIL 2025

19. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	392,713	(406,974)	(14,261)
Restricted funds			
South Yorkshire Community Foundation	4,997	(12,830)	(7,833)
Ironmongers	31,625	(31,625)	-
Social Investment Business Grant	-	(10,190)	(10,190)
Chruch Burgess	5,000	(2,500)	2,500
Remark learning	<u>1,458</u>	<u>(1,458)</u>	<u>-</u>
	<u>43,080</u>	<u>(58,603)</u>	<u>(15,523)</u>
TOTAL FUNDS	<u>435,793</u>	<u>(465,577)</u>	<u>(29,784)</u>

Restricted funds are used for particular restricted purposes. Restricted funds comprise of income and expenditure in relation to the provision of events and projects that further the objectives of the company.

20. RELATED PARTY DISCLOSURES

M Cooper, a trustee of the company, is also a director of CBE Plus Ltd. The charitable company recognised sponsorship income in the year from CBE Plus Ltd of £14,400 (2024: £11,000) and income for services provided of £113 (2024: £94).

C Hudson, a trustee of the company, is also a director of Chimo Sheffield (Manufacturing) Limited. The charitable company recognised a reimbursed expense of £nil (2024: £nil) in relation to Chimo Sheffield (Manufacturing) Limited.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 APRIL 2025

21. DEFERRED INCOME

The following amounts are included in creditors falling due within one year;

	2024	2024
	£	£
Balance at 1 May	10,000	22,625
Amount released to incoming resources	(6000)	(18,625)
Amount deferred in the year	-	6,000
	<u>-</u>	<u>6,000</u>
Balance at 30 April	<u>-</u>	<u>10,000</u>

WORK-WISE FOUNDATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 APRIL 2025

	30.4.25 £	30.4.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	27,341	22,797
Charitable activities		
Charitable activities	<u>213,704</u>	<u>171,951</u>
Total incoming resources	241,045	194,748
EXPENDITURE		
Other trading activities		
Wages	70,641	53,510
Social security	1,523	820
Pensions	<u>1,622</u>	<u>1,340</u>
	73,786	55,670
Charitable activities		
Wages	28,506	39,462
Social security	750	1,456
Pensions	799	2,383
Postage and stationery	644	299
Advertising	8,517	18,971
Sundries	2,025	1,920
Direct project costs	69,312	64,976
Establishment project costs	42,884	25,983
Office expenses	3,993	2,335
Travel & entertainment	870	1,305
Subscriptions	546	448
Bank charges	<u>265</u>	<u>355</u>
	159,111	159,893
Other costs		
Establishment costs	2,795	2,187
Carried forward	2,795	2,187

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WORK-WISE FOUNDATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 APRIL 2025

	30.4.25 £	30.4.24 £
Other costs		
Brought forward	2,795	2,187
Office costs	2,617	1,671
Bank loan interest	<u>214</u>	<u>339</u>
	5,626	4,197
Support costs		
Governance costs		
Independent examiner's fee	2,400	2,200
Accountancy and legal fees	<u>1,629</u>	<u>1,065</u>
	<u>4,029</u>	<u>3,265</u>
Total resources expended	<u>242,552</u>	<u>223,025</u>
Net expenditure	<u><u>(1,507)</u></u>	<u><u>(28,277)</u></u>

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