

REGISTERED COMPANY NUMBER: 07006082 (England and Wales)
REGISTERED CHARITY NUMBER: 1156726

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2021
for
Greatest Expectations Limited
(A Company Limited by Guarantee)

Greatest Expectations Limited

Contents of the Financial Statements for the Year Ended 31 December 2021

	Page
Report of the Trustees	1 to 9
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Cash Flow Statement	14
Notes to the Financial Statements	15 to 20
Detailed Statement of Financial Activities	21

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of 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).

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

OBJECTIVES AND ACTIVITIES

Objectives and Aims

Purpose & Aims of Greatest Expectations

The prevention or relief of poverty and financial hardship within the Tees Valley by providing or assisting in the provision of adult education and training, creative projects and all the necessary support designed to enable people to generate their own income and become self-sufficient.

Overview & Objectives of Greatest Expectations

Established in 2009, Greatest Expectations Ltd is a Middlesbrough based training company which helps disadvantaged people to improve their lives. We exist for the public benefit, to promote the education of people of any age in the North East of England in such ways as the charity trustees see fit, including by providing education to prepare for any occupation, trade or profession on leaving any educational establishment.

Our primary aim continues to be the delivery of training to unemployed people in the local area, with an emphasis on employability skills and preparation for work, as well as sector based opportunities in health care, driving and logistics and customer service and hospitality. Additionally we continue in our commitment to better Functional Skills.

The core of our aim is to ensure that all learners realise their full academic potential whilst developing their "softer skills" which will have an enormously positive impact on their lives, including improved self-confidence and motivation, and the aspiration to play a fully active role in their own future.

As a charity we promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are in this category and assisting them to integrate into society. All of the services we provide are ultimately for the good of local communities, and contribute equally to the meeting of our aims and objectives.

In Middlesbrough, our base area, the majority of our learners live in the town centre and immediate vicinity. Learners therefore can present a complex set of social barriers and economic needs. According to the statistics, Middlesbrough is in the top 10 percent of the most deprived areas in the UK. (As of November 2020 it stood at number 16 out of 317 local authorities.) Conversely, the outskirts of Middlesbrough's local authority district are amongst the 20 per cent least deprived. Almost 30 percent of all residents have no qualifications at all, and almost 8 percent of locals have never worked. Almost 17 percent of residents of working age are living with a chronic illness. We know from the national conversation that loneliness and isolation are becoming more prevalent as people live longer and interact less. Therefore we have placed greater emphasis on wellbeing and the holistic approach to delivery.

The "social barrier" is a term that is used to point at the inequalities that exist between different individuals in a society. The discrepancies are caused because of several reasons, i.e. socioeconomic status, religion, race, ethnicity, and gender.

We have a duty of care to provide the best service possible which steers people away from a sometimes multi-generational dependence on the benefits system, towards employment and the increase in self-esteem which comes with it.

Learners are central to every decision made at Greatest Expectations, and we respond proactively to their needs. If we cannot offer help ourselves, we will signpost to a partner or alternate organisation which will enable them to take their next steps with confidence.

We know that local people want local jobs, and our educational achievements have had a positive impact on the local and national economies. Ongoing success in this area is especially important as we move through the Pandemic and deal with another set of related challenges still to come.

Aims Of Greatest Expectations

- To deliver consistently high standards of Teaching, Learning and Assessment
- To ensure the learner is at the heart of every part of the decision making process
- To capitalise on our adaptability in curriculum planning, to meet the needs of both the learner and employers
- To Inspire and motivate learners to achieve their qualification aims and think beyond, exploring their full potential and identifying their transferable skills
- To provide a supportive, safe and welcoming environment which is conducive to learning and development, where people are free to express themselves
- To equip people with the tools they need individually to overcome their barriers
- To combat stress, loneliness and isolation through varied delivery models and genuine, practical support
- To ensure that our internal systems and processes are fit for purpose
- To provide a training in employability skills, effective team working and communication skills
- To ensure that learners are able to identify their most suitable next steps through quality IAG

Greatest Expectations Limited

Report of the Trustees for the Year Ended 31 December 2021

- To nurture and build upon key relationships, whilst having the foresight to explore new business which will ensure a sustainable future for the company
- To continue investing in our staff, encouraging personal development which has a positive effect on the efforts of the whole team
- To maintain organisational excellence in business practices, balanced with our aims as a community organisation
- To respond quickly to the changing needs of the workplace in response to Pandemic
- To continue investment in enhancing our company's profile and brand

Public Benefit

In setting the charity's objectives and planning its activities the trustees have complied with the duty to have due regard to guidance published by the Charity Commission, including public benefit guidance.

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

OBJECTIVES AND ACTIVITIES

Recruiting And Developing The Workforce

To achieve our aims and for us to develop as a company, we recruit, develop and retain the very best quality staff. We aim to be an excellent employer because we understand that staff who are invested and feel valued will be productive and long term employees. We provide continued professional development opportunities for staff to enhance their skills and knowledge in the areas in which they teach, and to meet the changing demands of the training sector.

We have in place a passionate and dedicated team with a proven track record of success, and a collective ethos of a quality product delivered well.

The investment in the right people is clear in the feedback we gain from learners and through long term, sustained contracts. Feedback from learners is overwhelmingly positive, and we continue to offer exceptional information, advice or guidance long after the official course has ended. The feedback is most rewarding when it concerns those difficult to engage with or who have attained employment as a result of our help.

This year we strengthened our team through the addition of a social media lead to develop our brand online, capitalising on a previously under-used resource, which, since the Pandemic, is being used more and more to engage potential learners and reach a wider audience.

Infrastructure

In October 2020, we invested in 15 new laptops and charger cabinets, which is now proving a valuable resource for learners to undertake work and research, especially if they do not have access to computer facilities.

We have also been able to deliver from other locations using the laptops and, despite the end of the Future Digital Inclusion scheme (Good Things Foundation), we have continued to signpost those needing basic online skills as a resource to the website.

Culture & Information, Advice or Guidance

At Greatest Expectations we nurture a companywide ethos which ensures we contribute to one single set of aims regardless of individual job role. As part of our commitment to Equality and Diversity, the key words which we inspire in our learners are:

- Individuality
- Respect
- Integrity
- Professionalism
- Innovation

Our guarantee is that each learner will receive exceptional information, advice or guidance from the outset. Our IAG provision is underpinned by maintained accreditation to the Matrix standard, first achieved in 2015.

Strengthening And Developing Key Partnerships

In a crowded training sector, Greatest Expectations has earned a reputation for quality provision and is regarded as a "go-to" in the industry for bespoke and innovative training solutions. This is particularly relevant as we meet the challenges brought by the Pandemic and work within Government rules, responding quickly with training in areas which a shortfall is predicted in the next 12-24 months, laying the foundations for the "new normal".

In this context it is vital to maintain fresh and relevant curriculum content, stay competitive and meet the priorities of local people. Our ongoing strategy is to develop a network of relationships with employers and other organisations which will enable us to fulfil regional and national priorities as well as our own targets.

We seek to strengthen our important key partnerships further whilst developing new ones, which will enable the continuation of our charitable priorities, whilst creating a sustainable future for Greatest Expectations.

In addition to help and support for unemployed people we have engaged directly with companies to support their recruitment and workforce development needs, through 'Skills Support for the Workforce' provision.

Central to our employability suite of qualifications we have delivered Level 1 Certificate and Diploma in Skills for Employment, Training & Personal Development, forming the nucleus of all additional qualifications.

We continue with long held productive partnerships with our prime contractors, Middlesbrough College and New College Durham. All programmes fully support Greatest Expectations central aims and objectives.

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

OBJECTIVES AND ACTIVITIES

Kickstart & Traineeships

As a charity, we are proud to support younger people in our community who are unemployed or in danger of becoming out of work in the long-term. Greatest Expectations is a gateway provider for the Kickstart program, and we have engaged with local employers to help and support their recruitment under the scheme. This includes assisting over 50 young people into gainful employment and careers with 5 local employers. These sectors included administration, child care and the hospitality sector. These roles have provided valuable, paid employment experience, increased confidence and the chance to learn hands-on skills.

Quality Assurance

Greatest Expectations has in place robust processes and protocols which collectively underpin Quality Assurance in the company. We have created systems which support excellence in teaching, learning and assessment and learning and staffing.

Our quality assurance systems are informative and increase learner confidence in our methods, our reputation and credibility, and enable us to continuously monitor and improve efficiency. This keeps us competitive with similar organisations.

We have created products and services which meet individual learner expectations, resulting in trust and loyalty from learners who choose to progress further with Greatest Expectations.

Having strong quality assurance systems also allows us to be flexible with curriculum content during the ever changing rules of the Pandemic. For example we have incorporated:

- Level 2 Award in Prevention and Control of Infection, and
- Level 2 Certificate in Understanding Mental Health First Aid and Mental Health Advocacy in the Workplace

Both areas are highlighted as priorities during the current climate and in the future.

Measuring Success

When measuring success we consider the following criteria in terms of reporting and internal aims:

- Quality standards achieved
- Whether it has met the needs of the local community and industries
- Workforce upskilling
- Equality and Diversity (needs & targets)
- Economic growth
- Cultural and social impact

As a financially responsible organisation, we continuously monitor data which quantifies and assesses achievements, progression rates and customer satisfaction. Strong feedback is a key to securing further funding. This data will ultimately help in the preparation of a self-assessment report, and help in assessing individual staff performance.

Quality Standards Achieved

Quality standards are built in to our yearly targets and include the quality of Teaching, Learning and Assessment, as well as the development of online delivery, and the development of a greater social media presence and branding.

Workforce Upskilling

Each employer will complete a Training Needs Analysis, which works in conjunction with the Individual Learning Plan, which is developed by the tutor for each learner based on their individual needs and personal aims at work. Both are subject to continuous monitoring by the tutor and internal quality assurer, and ensure that we deliver our outcome targets and dates, and fulfil the priorities of the employer.

Equality & Diversity

The client base of Greatest Expectations is individually diverse, even though they may share certain social or economic characteristics. We are committed to ensuring equality and diversity for all, with Safeguarding & Low Level Safeguarding Concerns, Prevent and British Values promoted fully across all delivery, and embedded from the induction onwards for every learner. We always aim to foster an environment which is mutually respectful and tolerant, and respects the wishes of the individual as far as is possible.

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

OBJECTIVES AND ACTIVITIES

Our Contribution To Economic Growth & Our Cultural Impact

Through key strategic partnerships and quality delivery of relevant qualifications, we have extended both influence in the training sector and within the community, who choose Greatest Expectations for career progression opportunities. This in turn contributes to a healthier local and national economy, and a positive impact on learner's lives, their families and communities.

STRATEGIC REPORT

Achievement and performance

We have continued to deliver programmes under Adult Education Budget for our prime contractor, Middlesbrough College, and our achievement rates continue to be above the national average despite the challenges brought by the pandemic and changing Government policy. This has also allowed us to carry on with the specific charitable aims of the company, in assisting unemployed people to find sustainable employment. The pandemic has altered the dialogue in the training sector as a whole, and greatly heightened competition for long term sustainable funding contracts which has seen some training companies cease trading. Therefore our planning is within this context as we move back into a semblance of normality in the future 12 months.

Central to delivery are the employability courses we offer to expedite learners' move into sustainable employment, and which also help us to meet our charitable objectives. Employability support includes help with CV and cover letters, job searching and interview skills. Through our excellent links with DWP and local employers, we have our ear to the ground and continue to help people with practical support long after they have ended their formal training with us. It is just one reason why people choose to return time and again to Greatest Expectations to carry on their learning journey.

Although we have been flexible with delivery throughout the pandemic, for instance adapting delivery models and providing relevant courses, we are starting to focus once more on our longer term strategies and the impact we are having in Teesside, including moving into new sectors in the next 2-3 years.

Since the beginning of the Covid-19 Pandemic, our response has been driven by a commitment to learners to enable them to complete their qualifications on time, without losing momentum. We brought forward longer term strategies using online/blended learning, with key tutor support, looking to an eventual return to majority classroom learning in the future. The response to online learning has been overwhelmingly positive, and tutor support and wellbeing checks by phone and Zoom has been key to reducing learner anxiety, and we plan to develop the tool further where appropriate. However, we also understand that in order to lessen the impact of potential loneliness and isolation people do still like to have a reason to leave the house every morning and do something positive. It is one reason why we believe classroom learning will always be the model of choice for most.

Having robust systems and processes allows us to be flexible with courses, and in response to the pandemic we have included Infection Prevention and Control and mental health awareness courses, both of which use online resources and are considered hot topics in the current climate. Our aim is to always remain fresh with course content.

We have further enhanced our significant "added value" to courses with a variety of licences, tickets and practical tools, to both expedite the chances of employment and fulfil vacancies in areas with shortages of staff, or to simply increase the confidence and skillset of the individual.

The transport sector has continued to be a flagship course for Greatest Expectations and is routinely over-subscribed, even during the Pandemic. We have successfully delivered heavy goods vehicle training, and warehousing at levels 1 and 2. These courses are especially relevant in anticipation of the projected surge in sector jobs post-Pandemic.

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

STRATEGIC REPORT

Financial review

The main source of funds is from our contracts with New College Durham and Middlesbrough College for the provision of education and training. The net result for the year was a deficit of £6,455 (2020: surplus of £21,113). At the end of the year our reserves stood at £142,330 (2020: £148,785), which consists of £142,330 unrestricted funds. (2020: £148,785 unrestricted).

There has been a noticeable increase in creditors this year as a result of the ongoing effects of the Pandemic. As part of the LGV program, Greatest Expectations has had to make provision for payment of relevant licences that could not be fulfilled during the year, due to restrictions in place affecting DVLA's capacity to process any tests. We anticipate this to ease when the current restrictions are lifted.

The charity increased its level of support to learners in the year with an increase in expenditure which resulted in a £6,455 decrease in reserves.

Reserves Policy

It is the policy of Greatest Expectations that any unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent of two to three month's future expenditure. The trustees consider that reserves held at this level will ensure that, in the event of a significant drop in funding, we will be able to continue our current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year. The amount currently held is £142,330 (2020:£148,785).

Future Plans

Our delivery model will move away from traditional course "levels" and individual qualifications, towards career Pathways, which are comprised of several sector focussed qualifications under one umbrella.

2020-21 has been about maintaining and minimising the impact of lockdowns and Covid-19 on our learners and the business and its charitable endeavours, whilst laying the foundations for the next academic year and beyond. To remain viable and to continue to impact positively, we will make any necessary adjustments to processes, structures and any areas of the business which ensures sustainability, achievement and performance.

Financially Greatest Expectation is in strong position, without being complacent. Notwithstanding the Pandemic, we will continue to seek new funding opportunities to meet our aims and obligations as a charitable organisation, whilst allowing us to develop new ideas and to remain a force for good in the area. We believe our aims for next year to be realistic:

- To continue investment in different training models, i.e. blended/distance learning
- Maintaining outstanding levels of Teaching, Learning and Assessment, delivering exceptional outcomes for our learners
- To keep the learner at the very heart of what we do, responding proactively to their needs and within the context of the Pandemic, to ensure they can make the most of the coming opportunities
- Develop and strengthen partnerships which create a sustainable future for Greatest Expectations
- Continue to invest in a quality team who can best deliver our aims and values
- Maintain robust governance and financial health, quality assurance and resources
- To remain flexible with new areas for delivery and respond quickly to local needs
- When looking at different learning styles such as Zoom or Teams, to make sure it is comparative or better than classroom only delivery

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.

Recruitment and Appointment of New Trustees

The board of trustees has power to appoint additional trustees as it considers appropriate.

Greatest Expectations Limited
Report of the Trustees
for the Year Ended 31 December 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT
Organisational Structure

The Trustees are responsible for strategic direction and policy of the company and to ensure that it meets its legal requirements.

The Managing Director is supported by the Finance Director and Business Development Manager. The average number of employees throughout the year was 22. This includes, but is not limited to Tutors and Quality Assurance, Administrators, Kickstart staff - classroom/tutor support and Employer/learner engagement team.

Pay Policy For Senior Staff

The Trustees consider the senior management team to for the key management personnel of the charity, in charge of directing and controlling, running and operating the company on a daily basis. The pay of senior staff is reviewed annually and normally increased in line with inflation, based on the benchmarks of other similar organisations.

Recruitment Of New Trustees

The number and skills of Trustees is reviewed annually and any gaps identified. An existing Trustee would then approach suitable candidates who will be invited to attend Trustees' meetings as observers, before being formally invited to become a Trustee, following a discussion and with the provision of references. Trustees' recruitment is bound by the same fair recruitment processes as staff.

Induction And Training Of New Trustees

All Trustees have an induction which covers their legal obligations under charity and company law, roles and responsibilities, organisational structure, health and safety and all company policies and procedures, most especially Equality & Diversity, Health and Safety and Quality Assurance. Trustees are bound by the same confidentiality agreement as members of staff.

Risk Management & Trustees

Greatest Expectations' Trustees are duty bound to review any potential risks which the charity may be exposed to, and to ensure that the appropriate processes are in place to provide protection against fraud. Trustees are aware of the potential risks to the charity (financial and other types) and has strategies to control or minimise these risks, which are regularly reviewed.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
07006082 (England and Wales)

Registered Charity number
1156726

Registered office
Calvary House
36-40 Grange Road
Middlesbrough
TS1 5BQ

Trustees
Mr W H Guthrie Director
Mr M J Lithgo Director
Mrs E J Donnelly Director

Company Secretary
Mrs V G Guthrie

Independent Examiner
Alan Richard Cousins FCA
Institute of Chartered Accountants in England & Wales
Cousins & Co Limited
Chartered Accountants
18 Brentnall Street
Middlesbrough
Cleveland
TS1 5AP

Greatest Expectations Limited

**Report of the Trustees
for the Year Ended 31 December 2021**

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

HSBC Bank plc
60 Albert Road
Middlesbrough
TS1 1RS

Accountants

Cousins & Co Limited
Chartered Accountants
18 Brentnall Street
Middlesbrough
TS1 5AP

Mr W H Guthrie is the charitable company's Managing Director.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 31 August 2022 and signed on the board's behalf by:

A handwritten signature in black ink, appearing to be 'M. J. Lithgo', with a long horizontal line extending to the right.

Mr M J Lithgo - Trustee

**Independent Examiner's Report to the Trustees of
Greatest Expectations Limited (Registered number: 07006082)**

Independent examiner's report to the trustees of Greatest Expectations Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

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 statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Institute of Chartered Accountants in England & Wales which is one of the listed bodies.

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.



Alan Richard Cousins FCA
Institute of Chartered Accountants in England & Wales
Cousins & Co Limited
Chartered Accountants
18 Brentnall Street
Middlesbrough
Cleveland
TS1 5AP

31 August 2022

Greatest Expectations Limited

**Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 December 2021**

	Notes	Unrestricted funds £	Restricted fund £	31.12.21 Total funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Provision of education and training		669,421	-	669,421	435,908
Other income		12,945	-	12,945	38,943
Total		<u>682,366</u>	<u>-</u>	<u>682,366</u>	<u>474,851</u>
EXPENDITURE ON					
Charitable activities					
Provision of education and training	3	688,821	-	688,821	453,738
NET INCOME/(EXPENDITURE)		<u>(6,455)</u>	<u>-</u>	<u>(6,455)</u>	<u>21,113</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		148,785	-	148,785	127,672
TOTAL FUNDS CARRIED FORWARD		<u>142,330</u>	<u>-</u>	<u>142,330</u>	<u>148,785</u>

The notes form part of these financial statements

Balance Sheet
31 December 2021

	Notes	Unrestricted funds £	Restricted fund £	31.12.21 Total funds £	31.12.20 Total funds £
FIXED ASSETS					
Tangible assets	11	6,076	-	6,076	7,501
CURRENT ASSETS					
Cash at bank and in hand		221,695	-	221,695	177,459
CREDITORS					
Amounts falling due within one year	12	(85,441)	-	(85,441)	(36,175)
NET CURRENT ASSETS		<u>136,254</u>	<u>-</u>	<u>136,254</u>	<u>141,284</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		142,330	-	142,330	148,785
NET ASSETS		<u>142,330</u>	<u>-</u>	<u>142,330</u>	<u>148,785</u>
FUNDS	13				
Unrestricted funds				<u>142,330</u>	<u>148,785</u>
TOTAL FUNDS				<u>142,330</u>	<u>148,785</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

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 31 August 2022 and were signed on its behalf by:


Mr M J Lithgo - Trustee

Greatest Expectations Limited

**Cash Flow Statement
for the Year Ended 31 December 2021**

	Notes	31.12.21 £	31.12.20 £
Cash flows from operating activities			
Cash generated from operations	1	44,808	(17,686)
Interest paid		(3)	(84)
Net cash provided by/(used in) operating activities		<u>44,805</u>	<u>(17,770)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(569)	(6,622)
Net cash used in investing activities		<u>(569)</u>	<u>(6,622)</u>
Change in cash and cash equivalents in the reporting period		<u>44,236</u>	<u>(24,392)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>177,459</u>	<u>201,851</u>
Cash and cash equivalents at the end of the reporting period		<u><u>221,695</u></u>	<u><u>177,459</u></u>

The notes form part of these financial statements

Greatest Expectations Limited

**Notes to the Cash Flow Statement
for the Year Ended 31 December 2021**

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.21 £	31.12.20 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(6,455)	21,113
Adjustments for:		
Depreciation charges	1,995	991
Interest paid	3	84
Increase/(decrease) in creditors	49,265	(39,874)
Net cash provided by/(used in) operations	<u>44,808</u>	<u>(17,686)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.12.21 £
Net cash			
Cash at bank and in hand	177,459	44,236	221,695
	<u>177,459</u>	<u>44,236</u>	<u>221,695</u>
Total	<u>177,459</u>	<u>44,236</u>	<u>221,695</u>

The notes form part of these financial statements

Greatest Expectations Limited
Notes to the Financial Statements
for the Year Ended 31 December 2021

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.

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

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.

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 inclusive of VAT which cannot be recovered. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings - 25% on reducing balance

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.

2. INCOME FROM CHARITABLE ACTIVITIES

	31.12.21	31.12.20
	£	£
New College Durham	113,052	148,095
Middlesbrough College	405,718	270,017
Good Things Foundation	NIL	11,125
Revamp Training Company	NIL	6,672
Kickstart Grant	150,651	NIL
	<u>669,421</u>	<u>435,909</u>

Income from New College Durham and Middlesbrough College are under the Education and Skills Funding Agency for the provision of education and training to learners. Good Things Foundation was to support learners who are unemployed or have low income or disabled or learning difficulties. Revamp Training Company was advice provided. The Kickstart Scheme provides funding to create new jobs for 16 to 24 year old on Universal Credit who are at risk of long term unemployment.

OTHER INCOME

Other income is from the coronavirus job retention scheme of £12,945 (2020: £38,943).

Greatest Expectations Limited

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 4) £	Support costs (see note 5) £	Totals £
Provision of education and training	686,685	2,136	688,821

4. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.12.21 £	31.12.20 £
Staff costs	348,229	200,486
Rent	57,525	62,009
Insurance	2,006	1,918
Motor expenses	597	1,587
Telephone	5,595	4,566
Postage and stationery	3,151	3,399
Computer software	4,642	4,293
Sundries	2,301	2,708
Training	195,531	130,365
Professional fees	65,110	38,996
Depreciation	1,995	991
Interest payable and similar charges	3	84
	<u>686,685</u>	<u>451,402</u>

5. SUPPORT COSTS

	Governance costs £
Provision of education and training	<u>2,136</u>

6. NET INCOME/(EXPENDITURE)

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

	31.12.21 £	31.12.20 £
Depreciation - owned assets	<u>1,994</u>	<u>992</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

In accordance with the express authority given in a resolution of the Board of Trustees, Mr W H Guthrie was in a position of paid employment during the year with a gross salary of £48,283 (2020: £36,683) which included national insurance.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Greatest Expectations Limited

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**

8. STAFF COSTS

	31.12.21 £	31.12.20 £
Wages and salaries	338,857	198,366
Social security costs	9,372	2,120
	<u>348,229</u>	<u>200,486</u>

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

	31.12.21 22	31.12.20 9
Administration	<u>22</u>	<u>9</u>

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

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Provision of education and training	435,908	-	435,908
Other income	38,943	-	38,943
Total	<u>474,851</u>	<u>-</u>	<u>474,851</u>
EXPENDITURE ON			
Charitable activities			
Provision of education and training	453,738	-	453,738
NET INCOME	21,113	-	21,113
RECONCILIATION OF FUNDS			
Total funds brought forward	127,672	-	127,672
TOTAL FUNDS CARRIED FORWARD	<u>148,785</u>	<u>-</u>	<u>148,785</u>

10. GOVERNANCE COSTS

Governance costs include accountancy fees of £2,136 (2020: £2,336) which includes the independent examiner fee of £1,020 (2020: £1,020)

Greatest Expectations Limited

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £
COST	
At 1 January 2021	16,789
Additions	569
At 31 December 2021	<u>17,358</u>
DEPRECIATION	
At 1 January 2021	9,288
Charge for year	1,994
At 31 December 2021	<u>11,282</u>
NET BOOK VALUE	
At 31 December 2021	<u>6,076</u>
At 31 December 2020	<u>7,501</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Trade creditors	73,028	23,500
Social security and other taxes	10,293	4,555
Accrued expenses	2,120	8,120
	<u>85,441</u>	<u>36,175</u>

13. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	148,785	(6,455)	142,330
TOTAL FUNDS	<u>148,785</u>	<u>(6,455)</u>	<u>142,330</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	682,366	(688,821)	(6,455)
TOTAL FUNDS	<u>682,366</u>	<u>(688,821)</u>	<u>(6,455)</u>

Greatest Expectations Limited

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	127,672	21,113	148,785
TOTAL FUNDS	<u>127,672</u>	<u>21,113</u>	<u>148,785</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	474,851	(453,738)	21,113
TOTAL FUNDS	<u>474,851</u>	<u>(453,738)</u>	<u>21,113</u>

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

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	127,672	14,658	142,330
TOTAL FUNDS	<u>127,672</u>	<u>14,658</u>	<u>142,330</u>

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	1,157,217	(1,142,559)	14,658
TOTAL FUNDS	<u>1,157,217</u>	<u>(1,142,559)</u>	<u>14,658</u>

Greatest Expectations Limited

**Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**

14. RELATED PARTY DISCLOSURES

During the year the company paid rent of £46,000 (2020: £52,250) to a company controlled by Mr W H Guthrie.

Greatest Expectations Limited

**Detailed Statement of Financial Activities
for the Year Ended 31 December 2021**

	31.12.21 £	31.12.20 £
INCOME AND ENDOWMENTS		
Charitable activities		
Grants	150,651	17,796
Provision of education and training	518,770	418,112
	<u>669,421</u>	<u>435,908</u>
Other income		
Other grants	12,945	38,943
	<u>682,366</u>	<u>474,851</u>
Total incoming resources		
EXPENDITURE		
Charitable activities		
Wages	338,857	198,366
Pensions	9,372	2,120
Rent	57,525	62,009
Insurance	2,006	1,918
Motor expenses	597	1,587
Telephone	5,595	4,566
Postage and stationery	3,151	3,399
Computer software	4,642	4,293
Sundries	2,301	2,708
Training	195,531	130,365
Professional fees	65,110	38,996
Depreciation of tangible fixed assets	1,995	991
Bank interest	3	84
	<u>686,685</u>	<u>451,402</u>
Support costs		
Governance costs		
Accountancy	2,136	2,336
	<u>688,821</u>	<u>453,738</u>
Total resources expended		
Net (expenditure)/income	<u>(6,455)</u>	<u>21,113</u>