



EmployabilityUK

**TRUSTEES' ANNUAL REPORT AND FINANCIAL
STATEMENTS**

for the Year Ended 31 December 2024

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MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

Registered Charity Name	EmployabilityUK
Registered Charity Number	1159718
Registered Office	The Enterprise Hub 5 Whitefriars Street Coventry West Midlands CV1 2DS
Trustees	Joel Blake OBE John Bradford Mark Body Jake Richings Martyna Adam Charlotte Yeoman Manish Vyas Nigel Taylor
Chair	Joel Blake OBE
Treasurer	John Bradford
Bankers	COOP Bank
Independent Examiner	Et Voila Accountancy Services Limited Isis House Smith Road Wednesbury West Midlands WS10 0PB

TRUSTEES' ANNUAL REPORT

As we have continued to operate in an ever-increasingly volatile and challenging time for the charity sector over the past year, EmployabilityUK has faced significant difficulties in securing adequate funding, which has critically impaired our ability to deliver our core services and programmes as effectively as in the past.

The primary issue stems from a core predicament: our dedication and efforts to apply for grants and seeking donations that would enable us to invest in centralised resourcing often result in us being temporarily unable to deliver our programmes to their full extent. Conversely, when we focus on programme delivery, this reduces our capacity to focus on securing new funding at a time when the number of historical and eligible funding streams has either been reduced or is no longer in existence.

As a result of this cycle of negativity, we have consolidated our range of services into a core mainstream programme, with options for our partners to receive bespoke and tailored solutions where appropriate and achievable. In addition, we have pivoted our narrative within our target market to be engaged as a consultative facilitator for employability, whilst having had to implement a reduction of both contractor and part-time staff to maintain our basic operations. We have also added new trustees to our board who bring significant experience that aids our operational insights and needs, as we seek to be more aligned as a strategic partner based on our ability to drive thought leadership, positive impact and sector growth support through our consolidated programme. Though we have seen an immediate positive impact of this regarding the enhancement of our processes and systems to mitigate the external impacts on our organisation, the issue of adequate funding for resourcing and growth has become even more important and our ongoing number one priority.

It is clear that without a stable financial foundation, our charity cannot operate at full capacity, limiting our ability to serve the community effectively. As an evidence base, we have also seen the impact of this across other charities and charitable organisations in our network - for example, we are aware of at least 3 organisations who have had to close their business for the same reasons within the last 8-12 months. However, despite the issues we see and face, we remain focused on maintaining effective governance and continually seek to source personnel where required to meet these needs and will continue to operate in an agile and lean capacity to provide our critical work. Relationship development with existing and new partners is a key part of our strategy moving forward, both in terms of new revenue streams and the future development of alternative business models to address the funding gap and ensure that we can continue to provide the essential services to meet the needs of all our beneficiaries and stakeholders.

Joel Blake, Chair

Charity number: 1159718

EMPLOYABILITYUK

**ACCOUNTS FOR YEAR ENDED
31ST DECEMBER 2024**

Independents examiner's report to the Trustees of EmployabilityUK

I report to the trustees on my examination of the accounts of EmployabilityUK (the charity) for the year ended 31st December 2024

Responsibilities and basis of report

As the charity trustees of EmployabilityUK are responsible for the preparation of the accounts in the accordance with the requirements of the Charities Act 2011 (the act)

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable directions given by the charities commission under section 145(5)(b) of the Act.

Independent examiner's statement

1. Accounting records were kept in respect of the Trust as required by section 130 of the Act; or
2. The accounts do accord with those records.

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.

 **ICMA**
9th February 2025

Et Voila Accountancy Services Limited
Isis House
Smith Road
Wednesbury
West Midlands
WS10 0PB

Receipts and Payments Accounts year ended 31 December 2024

		31st December 2024		31st December 2023	
		£	Total Funds £	£	Total Funds £
	Notes				
Receipts:					
Grants and Donations	2	17 720	17 720	50 490	50 490
Total		17 720	17 720	50 490	50 490
Payments:					
Salaries & Wages		31 800	31 800	37 115	37 115
Consultancy & Professional Fees		11 700	11 700	33 686	33 686
Telephone & Office		962	962	750	750
Subscriptions		1 430	1 430	548	548
Marketing		800	800	2 716	2 716
Printing, Postage and Stationery		1 430	1 430	2 307	2 307
Insurance		2 137	2 137	2 441	2 441
Travel		4 602	4 602	4 072	4 072
Accountancy Fees		1 382	1 382	1 267	1 267
Bank Charges			-		-
Miscellaneous		8	8	384	384
Total		56 251	56 251	85 286	85 286
Net Receipts/ (payments)	3	(38 531)	(38 531)	(34 796)	(34 796)
Cash Funds at 31 December 2023		80 724	80 724	115 520	115 520
Transfer between funds					
Cash Funds at 31 December 2024		42 193	42 193	80 724	80 724

Statement of Assets and Liabilities as at 31 December 2024

	31st December 2024		31st December 2023	
	Unrestricted Funds	Total	Unrestricted Funds	Total
	£	£	£	£
Cash Funds				
Trade Debtors		-		
Cash at Bank	38 060	38 060	77 081	77 081
	<u>38 060</u>	<u>38 060</u>	<u>77 081</u>	<u>77 081</u>
Assets retained for the charity's own use				
Laptops	4 133	4 133	4 133	4 133
	<u>4 133</u>	<u>4 133</u>	<u>4 133</u>	<u>4 133</u>
Liabilities				
Trade Creditors		-	490	490
	<u>-</u>	<u>-</u>	<u>490</u>	<u>490</u>
	<u>42 193</u>	<u>42 193</u>	<u>80 724</u>	<u>80 724</u>

These Financial statements were approved by the trustees on 8th February 2025 and signed on their behalf:

Joel Blake

Chair

Notes to the financial statements

1) Receipts and Payment accounts

Receipts and payments accounts are statements that summarise the movement of cash into and out of the organisation during the financial year. In this context "cash" includes cash equivalents, for example, bank accounts where cash can be readily withdrawn to pay for

2) Grants and Donations

	Unrestricted funds	2024 Total funds	Unrestricted funds	2023 Total funds
	£	£	£	£
Coventry Building Society			30 000	30 000
Individual Donations			25	25
1961 Trust			5 000	5 000
Breathe			180	180
Fairfax Multi Academy			1500	1 500
Hadley Colearning Community			1185	1 185
Sandwell College			1500	1 500
Coundon Court			1500	1 500
Birmingham University			9000	9 000
Duke of Edinburgh Award	10120	10 120		
Amey LG Limited	7500	7 500		
Mobilus	100	100		
Goldman Sachs			600	600
	17 720	17 720	50 490	50 490

Notes to the financial statements

3) Funds

	Balance at 1st January 2024	Resources Expended	Excess funds 31st December
	£	£	£
Unrestricted funds	80 724	(38 531)	42 193
Restricted Funds			
Total Funds	80 724	(38 531)	42 193

4) Related party transactions and Trustees' expenses

The Trustees all give generously freely their time and expertise without any form of remuneration or other benefit in cash or kind (2023: £nil).

No Trustees, or person related or connected by business to them has received any payments or other benefits from the charity during the year.

Whilst there is no separate Trustee Indemnity Insurance purchased, Trustees are covered by the Employer Liabilities section of EmployabilityUK's overall insurance.