

**MOVEMENT TO WORK (MtW)**  
**REPORT AND FINANCIAL STATEMENTS**  
**YEAR ENDED 31<sup>st</sup> MARCH 2023**

**CHARITY NUMBER: 1160325**

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## Reference and administrative details

### Trustees

Charles Woodburn (Chair)  
Olly Benzecry  
Emma Taylor

### Secretary and registered office

Gillian Churchill, CEO, Movement to Work, c/o Prince's Trust, 8 Glade Path, London, SE1 8EG

### Independent Examiner

Anthony Epton  
Goldwins Ltd, 75 Maygrove Road, West Hampstead London NW6 2EG

### Bankers

HSBC Bank plc, West End Corporate Centre, 5th Floor, 70 Pall Mall London SW1Y 5EZ

### Solicitors

CMS Cameron McKenna Nabarro Olswang LLP, Cannon Place, 78 Cannon Street London EC4N 6AF

### Charity registration number

1160325

## CHAIR'S REPORT

This year marks ten years of Movement to Work. Over the last decade, along with our employer members and partners, I'm proud to report that we have collectively delivered more than 161,000<sup>1</sup> opportunities for young people<sup>2</sup> across the country since 2013. While this is a significant milestone, with youth unemployment still three times the national average and the number of young people not in education, employment or training currently sitting at nearly 800,000, there remains much to be done to help this group.

It's undoubtedly a trying time for many young people across the UK. The aftermath of the Covid-19 pandemic continues to be acutely felt by young people, exacerbated by the cost of living crisis and other significant world events. The latest Youth Employment UK Youth Voice Census shows that young people are feeling disenfranchised and disconnected, with the mental health crisis in this group worsening<sup>3</sup>. A lack of work experience, anxiety and mental health challenges are the biggest barriers young people feel they face in finding a job<sup>4</sup>.

Movement to Work is dedicated to helping these young people, working with our network of employers, partners and Government, to equip them with the experience, skills and self-confidence they need to succeed.

During my time as Chair and Trustee of the charity, I've seen first-hand how working in partnership with our employer members and partners is helping more young people to confidently enter the workplace and embark on their chosen path. Over the past 12 months, I'm proud that programme delivery has continued to grow and in the year ending 31 March 2023, Movement to Work delivered 19,486 opportunities to young people across the UK, with 87%<sup>5</sup> of those achieving a positive outcome.

We have focused this year on further growing our network of employers, with new members joining from across the recruitment, construction, engineering, leisure, retail and hospitality sectors, as well as continuing to support our network of existing employers and training providers in the continued delivery of programmes. To our employer members and partners new and old, thank you for your support.

We have continued to evolve our delivery partner network (Youth Engagement Network) to increase participation in Movement to Work programmes and attract more young people to opportunities, signing strategic partnerships with Youth Employment UK, YouthBuild, YMCA, amongst others.

We have also launched our Youth Voice programme which will provide the Movement's employer and partner members with access to real-time, data driven insights on key youth employability challenges, helping to ensure our programmes continue to meet the ever-changing needs of young people.

Looking ahead, we remain focused on broadening delivery across a greater number of employers to deliver even more opportunities and pathways to a greater number of young people who face barriers to employment. Despite the ongoing challenges, our members are committed to creating quality opportunities that give young people a route into long-term employment, while helping their business access the talent they need to succeed.

We look forward to continuing our work, to further grow the Movement and help even more young people up and down the country fulfil their true potential.

*Charles*

Dr Charles Woodburn  
Chairman of Movement to Work  
[www.movementtowork.com](http://www.movementtowork.com) Date:  
05/12/2023

<sup>1</sup> Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2023

<sup>2</sup> Young People = aged 16—30 facing barriers to employment

<sup>3</sup> [Youth Voice Census 2023](#), page 11

<sup>4</sup> [Youth Voice Census 2023](#), page 79

<sup>5</sup> A positive outcome is based on the number of work placements completed leading to onward employment, training and/or education and direct entry roles / apprenticeship where the MtW-eligible participant joins the workforce directly without a placement. In this period (Q2'22-Q1'23) MtW delivery = 19,486 made up of 8,170 placements started (4,129 completed), and 11,316 direct entry roles started. Of the 4,129 placements completed, 51% led to positive outcomes (2,100). In addition to this, 11,316 direct entry roles are also considered as positive outcomes therefore overall positive outcomes =  $(2,100 + 11,316) / (4,129 + 11,316) = 87\%$

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023

The trustees are pleased to present their annual trustees' report together with the financial statements of the charity Movement to Work (MtW) for the year ended 31<sup>st</sup> March 2023. The financial statements comply with the Charities Act 2011, the charity's Constitution, and 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).

The trustees confirm that, in developing and reviewing the aims and purpose of the charity, along with future strategic objectives, due regard has been given to public benefit guidance issued by the Charity Commission for England & Wales (referred to as "the Charity Commission" in the rest of this document).

### Our purposes and activities

We are a not-for-profit coalition of UK employers who work to tackle youth unemployment and invest in the future of our economy.

The **purpose** of the charity is to work with partners and employers to create great opportunities for young people to build their careers.

Our **mission** is to level the playing field for all young people by removing barriers to employment through quality work-placements, training and other job opportunities.

We are a business-to-business organisation supporting employers, training providers and charities to unlock more opportunities for young people aged 16-30. We also have defined principles to how we operate:

**Influence:** Understand the wider landscape of youth employment and work with businesses to address the youth unemployment challenge with quality work placements and direct employment opportunities.

**Delivery:** Work with businesses and partners to increase delivery across all sectors to increase the number and diversity of opportunities available for young people;

**Connection:** Bringing employers and partners together to provide a bridge for young people into opportunities, to improve their outcomes.

**Relevance:** Keeping young people at the heart of everything we do and leveraging the learnings of employers and partners to constantly evolve our offering to ensure we meet the needs of young people.

We do this by encouraging UK employers to join Movement to Work and offer meaningful work experience and direct- into-work opportunities, accompanied by training and pre-employability coaching, to young people who are not in education, employment or training (NEET), with an emphasis on those facing barriers to work. We promote programmes which help build experience, skills and confidence in young people. We are supported by a vast network of businesses, the Government, the TUC & CBI.

In the year ending 31 March 2023, MtW delivered over 19,486 opportunities to NEET young people across the UK with positive outcomes of over 87%<sup>6</sup>. We advocate for a quality experience for the participant with the potential for a sustainable career beyond the placement.

We make this happen in four key ways:

1. **Build our employer network:** Identifying and targeting key sectors and industries where there is a need for young talent;
2. **Build our Youth Engagement Network:** We work with a range of expert partners – including The Prince's Trust, The Launch Group and People Plus. Our partners help employers to source candidates and provide support and additional training to deliver programmes;
3. **Connecting our network:** Connect our employer and partner networks individually and collectively for greater impact.
4. **Youth engagement:** Ensuring young people are at the centre of everything we do, leveraging their insights and experiences to drive change.

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<sup>6</sup> See footnote #3 in Chair's report



## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023 (*CONTINUED*)

In support of these, in 2022-23, as we emerged from the pandemic and its aftermath, we progressed the following key priorities:

1. Enhancing and protecting MtW's reputation for quality of delivery and relevance in the marketplace to ensure youth employment continues to remain high on the agenda for our businesses and government;
2. Broadening delivery of MtW programmes across a greater number of employers and diversification of sectors, while supporting programme delivery across our existing employer base;
3. Supporting our network of employers to deliver relevant and quality work experience, drawing on government-funded programmes where appropriate and the provision of guidance to help them navigate the complex landscape of youth employability programmes;
4. Continue to grow our Youth Engagement Network (formerly the Approved Partner Network), identifying strategic partnerships in order to support our business network with the delivery of programmes and inspire more young people to take up opportunities;
5. Continue to evolve the Movement's offering, including the exploration of additional pathways to support young people into employment and improve positive outcomes;
6. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.

In 2023-24, as the country struggles with a rising cost of living and a forecasted significant increase in youth and overall unemployment, we are focusing on the following key strategic priorities:

1. Continue to broaden delivery of Movement to Work programmes across a greater number of employers and diversification of sectors to increase overall programme delivery, while supporting and driving delivery across our existing employer base;
2. Ensure Movement to Work continues to stay relevant by evolving our offering, including the exploration of new and additional pathways to support young people into employment and improve positive outcomes;
3. Deliver a proactive brand and communications strategy to raise awareness of Movement to Work and drive engagement with key audiences, ensuring youth employment continues to remain high on the agenda for businesses and government.
4. Continue to deliver value to our employer base through the reinvigoration of the Movement to Work network;
5. Activate our network of influence to amplify business voice and advocate for change, facilitating open discussion on topics relating to youth employability and the challenges young people and businesses are facing.
6. Continue to evolve our Youth Engagement Network, identifying strategic partnerships to support employers with the delivery of programmes and inspire more young people to take up opportunities;
7. Ongoing focus on operational rigour, including adequate resourcing and funding, and process improvement to drive increased efficiencies across the charity.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023 (CONTINUED)

### Our operating model

MtW is a collaboration of UK employers, Government and Civil Society who have come together to support young people not in education, employment or training, into jobs.

Placements and positive outcomes: Participating employers typically offer between 2-6 weeks' quality work experience and training. Where possible, these placements are linked to jobs. MtW also supports businesses to recruit directly into the workforce without the need for placements, either through an apprenticeship or a permanent staff role. These are classed as 'Direct Entry' roles and are included in MtW delivery. We have over 100 organisations involved, including FTSE 50 companies and a range of expert delivery partners, including The Prince's Trust, Springboard, Catch 22, The Launch Group and People Plus. Our partners help employers to source candidates and deliver programmes and additional training.

Some of our employers have seconded members of their organisations to form a small operations team who run the charity day-to-day. The costs of these individuals are covered by their respective employers resulting in gifts in kind being recognised for these services. The operations team reports to the CEO for MtW, who operates with delegated authority from the MtW Steering Group (CIO Members). The following employers and partners have seconded members of staff to the programme team over the course of 2022-23: Accenture, The Prince's Trust, BAE Systems, Civil Service, Diageo, Sage and M&S.

The Steering Group is chaired by Charles Woodburn (previously Olly Benzecry until February 2023). It has representation from senior representatives of private, public and non-for-profit sector organisations. The Steering Group guides the strategy of the Movement, provides constructive challenge to the CEO in support of robust outputs, determines the feasibility of recommendations coming from the CEO; highlights individuals and sources of information that could assist the core team in pace and/or quality of delivery, and advocates the Movement in relevant executive forums.

Its members during the year were as follows:

- Emma Taylor, Chief People Officer, Tesco
- Simon Eaves, Market Unit Lead United Kingdom & Ireland, Accenture
  - o succeeded by Shaheen Sayed, Market Unit Lead United Kingdom, Ireland, and Africa, Accenture
- Debbie Alder, Director General of HR, DWP
- Zahra Bahrololoumi, CEO UK/I, Salesforce
- Sacha Berendji, Retail, Operations & Property Director, M&S
- Chris Jackson, Group Head of Colleague Experience, Centrica
- Tony Danker, Director General of the CBI
- Ed Petter, Group Corporate Affairs Director, BT Group
- the late Ivan Menezes, CEO, Diageo
  - o succeeded by: Nuno Teles, Managing Director UK, Diageo
- Joanna Chugh, Area Vice President, UK, Ireland and Nordics, Marriott International
- Sebastian Mudén, Executive Vice President & General Manager, Unilever UK & Ireland.
  - o succeeded by: Richard Sharp, Head of Unilever UK and Head of HR for Unilever UK & Ireland
- Tristram Roberts, Group HR Director, Barclays
- Kevin Rowan, Head of Organising, Services and Learning, TUC
- Jonathan Townsend, CEO, The Prince's Trust
- Charles Woodburn, CEO, BAE Systems

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023 (CONTINUED)

### Achievements and Performance

MtW has helped thousands of unemployed young people by giving them the skills and confidence to find employment. Between launching and end of March 2023 over 161,000 opportunities were delivered<sup>7</sup>.

### Financial Review

Collaboration sits at the heart of MtW. The charity is run by a core team who are mostly seconded from participating employers. A rotational system is in place, meaning employers take turns to second a relevant person to the core team. Each employer bears the respective salary cost for each secondment. In FY 2022-23, some employers opted to forgo the secondment in favour of a cash donation to the charity, which will be used to maintain the operations of the charity. Where appropriate, this will include the provision of consultant services.

Additional gifts in kind and pro bono support have also been provided by participating employers and partners. These includes provision of Trustee insurance (Marks & Spencer), provision of events space (Marriott), provision of events space, food, and refreshments (BT), provision of legal services (CMS & Ashurst), provision of CRM licences (Salesforce), and provision of marketing, PR and creative services (SMARTS).

In the period, the charity has recognised income amounting to £636,649 of which £377,349 was in relation to donations in kind and expended £645,676<sup>8</sup> in furtherance of its objectives. At 31 March 2023 the charity held unrestricted reserves amounting to £146,094.

### Investment powers and policy

The charity's available funds are kept in a non-interest-bearing bank account.

### Reserves policy

Reserves are needed to bridge the gap between the spending and receiving of income and to cover unplanned emergency repairs and other expenditure. The current reserve minimum is set at £50,000 as of 31 March 2023.

### Plans for future periods

In FY2023-2024 we anticipate the funding of a Head of Communications and Brand and Digital Lead to support with activating our network of influence to amplify our external brand and comms presence, and two Regional Development Leads to support with continued business development in the South and Midlands, as well as funding of a secondees from The Prince's Trust to manage partnership activation across our network.

### Trustees and management

The trustees and officers serving during the financial year were as follows:

#### A. MtW Trustees:

Oliver Benzecry, MtW Chair (appointed on 4 February 2015, re-elected 8th Dec 2021)  
the late Ivan Menezes, CEO Diageo (appointed on 1 May 2017, re-elected 6 Jan 2021)  
Charles Woodburn, CEO BAE Systems (appointed 9 January 2020, re-elected 13th Dec 2022 and assumed Chair 1 February 2023)

#### B. Key MtW management personnel:

Gillian Churchill – CEO, February 2022 – Present

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<sup>7</sup> Placement and positive outcomes data captured quarterly throughout the year. Figure is cumulative 2013- Q1 2023

<sup>8</sup> Higher expenditure in FY2022-2023 was largely attributed to increases in resourcing costs to support the furtherance of the charity's objectives, resulting in a net loss of £9027.00 at financial year end. Resourcing costs are expected to increase in FY2023-2024 due to a reduction in donated (seconded) staff, with resourcing costs forecasted to reduce significantly in FY2024-2025 due to an increase in donated (seconded) staff.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023 (*CONTINUED*)

### Structure, Governance and Management Governing Document

MtW was incorporated as a Charitable Incorporated Organisation on 4<sup>th</sup> February 2015 and was registered with the Charity Commission from that date. The charity's governing document is its Constitution.

#### Appointment of trustees

As set out in the Constitution:

The chair of the trustees is chosen by consensus amongst the trustees. He or she is also the chair of the Steering Group, as nominated by a Steering Group member and agreed by the other members of the Steering Group in majority verdict.

Trustees are elected through the Annual General Meeting (AGM) and serve for a period of at least one year. At every AGM, one-third of the charity trustees shall retire from office.

Any person who retires as a charity trustee by rotation or by giving notice to the CIO is eligible for reappointment.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM.

The criteria for the selection of trustees are usually based on one or more of the following:

He or she is a senior representative of a participating lead MtW employer or partner organisation (e.g. delivery partner);

He or she is a senior representative of an influential and relevant organisation with a mutual agenda to tackle youth unemployment;

He or she can help MtW further its aims and ambitions through relevant skills, contacts and/or experience.

#### Trustee induction and training

Orientation guidance is shared with new trustees to ensure awareness of their legal obligations under charity and company law alongside the latest Charity Commission guidance, covering areas such as decision making, managing risks, and declaring conflicts of interest. In addition, key documentation is shared for review, including the charity's constitution, latest trustee report & financial statements, and relevant internal policies.

#### Organisation

The board of trustees, which can have up to 15 members, administers the charity. The board normally meets on a quarterly basis.

A CEO, seconded by a participating employer, is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees, for operational matters.

None of our trustees receive remuneration or other benefit from their work with the charity.

## REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2023 (CONTINUED)

### Trustees' responsibilities in relation to the financial statements

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Charity law requires the trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board of trustees

A handwritten signature in black ink that reads "Charles".

Dr Charles Woodburn  
Chairman of Movement to Work  
[www.movementtowork.com](http://www.movementtowork.com)

Date: 05/12/2023

## **INDEPENDENT EXAMINER'S REPORT**

I report to the charity trustees on my examination of the accounts of Movement to Work ("the Charity") for the year ended 31 March 2023.

### **Responsibilities and basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

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 the Charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

*Anthony Epton*

**Anthony Epton BA FCA CTA FCIE**  
**Goldwins Chartered accountants**  
**75 Maygrove Road West Hampstead**  
**London NW6 2EG**

**Date: 05/12/2023**

## Movement to Work

### Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2023

		Unrestricted Funds £	2023 Total Funds £	2022 Total Funds £
<b>Note</b>				
<b>Income from:</b>				
Donations:				
Contributions from steering group members		259,300	259,300	266,500
Donated services		53,322	53,322	74,177
Donated goods		10,000	10,000	44,099
Donated staff		314,027	314,027	383,110
<b>Total income</b>		<b>636,649</b>	<b>636,649</b>	<b>767,885</b>
Charitable activities:	3	645,676	645,676	680,148
<b>Total expenditure</b>		<b>645,676</b>	<b>645,676</b>	<b>680,148</b>
<b>Net income/(expenditure) for the year</b>	4	<b>(9,027)</b>	<b>(9,027)</b>	<b>87,737</b>
Other gains / (losses)		-	-	-
<b>Net movement in funds</b>		<b>(9,027)</b>	<b>(9,027)</b>	<b>87,737</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward		155,121	155,121	67,384
<b>Total funds carried forward</b>		<b>146,094</b>	<b>146,094</b>	<b>155,121</b>

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

**Movement to Work**  
**Balance sheet**  
**As at 31 March 2023**

	Note	2023 £	2023 £	2022 £	2022 £
<b>Current assets:</b>					
Cash at bank and in hand		<u>273,134</u>		<u>226,921</u>	
		<b>273,134</b>		<b>226,921</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	7	<u>127,040</u>		<u>71,800</u>	
<b>Net current assets</b>			<b><u>146,094</u></b>		<b><u>155,121</u></b>
<b>Total net assets</b>			<b><u>146,094</u></b>		<b><u>155,121</u></b>
<b>Funds</b>					
Unrestricted funds			<b><u>146,094</u></b>		<b><u>155,121</u></b>
<b>Total funds</b>			<b><u>146,094</u></b>		<b><u>155,121</u></b>

Approved by the trustees on 5/12/2023.  
and signed on their behalf by:

*Charles*

Dr Charles Woodburn (Chair)

The attached notes form part of the financial statements.



**Movement to Work**  
**Statement of cash flows**  
**For the year ended 31 March 2023**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Reconciliation of net movement in funds to net cash provided by / (used in) operating activities</b>	<b>(9,027)</b>	<b>87,737</b>
Increase/(decrease) in creditors	<b>55,240</b>	<b>(35,000)</b>
<b>Cash provided by / (used in) operating activities</b>	<b>46,213</b>	<b>52,737</b>
<b>Change in cash and cash equivalents in the year</b>	<b>46,213</b>	<b>52,737</b>
Cash and cash equivalents at the beginning of the year	<b>226,921</b>	<b>174,184</b>
Change in cash and cash equivalents due to exchange rate movements	-	-
<b>Cash and cash equivalents at the end of the year</b>	<b>273,134</b>	<b>226,921</b>

**Movement to Work**  
**Notes to the financial statements**  
**For the year ended 31 March 2023**

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**1 Accounting policies**

**a) Basis of preparation**

The financial statements have been prepared in accordance with 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) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

**b) Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The most significant areas of adjustment and key assumptions that affect items in the accounts are to do with estimating the value of donated goods and services.

**c) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

**d) Donations of gifts, services and facilities**

Donated goods, professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102).

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

**e) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**f) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

**Movement to Work**  
**Notes to the financial statements**  
**For the year ended 31 March 2023**

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**1 Accounting policies (continued)**

**g) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**h) Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity and its activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 3.

**i) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**j) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**k) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**l) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Movement to Work**  
**Notes to the financial statements**  
**For the year ended 31 March 2023**

**3 Expenditure on charitable activities**

	<b>Seconded staff</b>	<b>Direct costs</b>	<b>Support costs</b>	<b>Total 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Recruitment of new employers	50,170	44,396	419	<b>94,985</b>
Engagement with existing employers	130,082	90,225	851	<b>221,158</b>
Building strategic partnerships & driving innovation	28,748	31,985	302	<b>61,035</b>
Enablers	105,027	159,923	3,548	<b>268,498</b>
	<b>314,027</b>	<b>326,529</b>	<b>5,120</b>	<b>645,676</b>

Expenditure on charitable activities 2022

	<b>Seconded staff</b>	<b>Direct costs</b>	<b>Support costs</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Recruitment of new employers	100,195	56,830	1,095	158,119
Engagement with existing employers	121,922	68,899	1,327	192,148
Building strategic partnerships & driving innovation	72,940	32,458	625	106,023
Enablers	88,053	131,471	4,333	223,857
	<b>383,110</b>	<b>289,658</b>	<b>7,380</b>	<b>680,148</b>

Support costs consists of:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Basis of allocation</b>		
Equipment	<b>419</b>	1,095
Trustees indemnity insurance	<b>851</b>	1,327
Independent examiner fee	<b>302</b>	625
Other	<b>3,548</b>	4,333
<b>Total</b>	<b>5,120</b>	<b>7,380</b>

## Movement to Work

### Notes to the financial statements

#### For the year ended 31 March 2023

#### 4 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2023	2022
	£	£
Independent examiner's fees	1,800	1,800

#### 5 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

The charity does not have any directly contracted employees but operates through the use of seconded staff from its participating employers. The total cost of those seconded staff has been estimated at £314,027 (2022: £383,110) based on amount the charity would have been willing to pay to obtain staff of equivalent economic benefit on the open market in the third sector. The seconded staff headcount was 10 (2022: 12), and the FTE equivalent of these staff amounted to 9.6 (2022: 11.4).

The key management personnel of the trust comprise the trustees and Programme Director/CEO. These were not paid or received any other benefits from employment with the charity in the year (2022: £nil) neither were they reimbursed expenses during the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

#### 6 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 7 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	2,040	1,800
Deferred income	125,000	70,000
	<u>127,040</u>	<u>71,800</u>

#### Deferred income

	2023	2022
	£	£
Balance at the beginning of the year	70,000	105,000
Amount released to income in the year	(70,000)	(105,000)
Amount deferred in the year	125,000	70,000
Balance at the end of the year	<u>125,000</u>	<u>70,000</u>

Deferred income comprises funds received for the next financial year.

## Movement to Work

### Notes to the financial statements

For the year ended 31 March 2023

#### 8 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	146,094	-	146,094
Net assets at the end of the year	146,094	-	146,094

	Unrestricted Funds	Restricted Funds	Total funds
	£	£	£
Net current assets	155,121	-	155,121
Net assets at the end of the year	155,121	-	155,121

#### 9 Legal status of the charity

The charity is a Charitable Incorporated Organisation and has no share capital. If the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

#### 10 Related party transactions

There are no related party transactions to disclose for the year (2022: none).