

ROOM FOR WORK

England & Wales · Charity number 1160957

Details

Other names RFW

Status Registered

Legal form Charitable company

Company number [09183037](#)

Registered 2015-03-18

Register [View on the Charity Commission register](#)

Contact

Address 50 Broom Park
Teddington
TW11 9RS

Phone 02089775468

Email enquiries@roomforwork.org

Website www.roomforwork.org

Activities

Objects: THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT IN SUCH WAYS AS THE COMPANY MAY DETERMINE, INCLUDING ASSISTANCE TO FIND EMPLOYMENT.

Activities: Room for Work delivers employability skills courses to the unemployed. The courses equip participants with a range of skills that enable them to find work. Room for Work specialises in assisting skilled and mature workers, especially those who are long-term unemployed. The course is delivered 15 times each year in the Borough of Richmond and other locations in southwest London.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£113,984	£111,477	-	-
2024-07-31	£127,088	£126,285	-	-
2023-07-31	£90,083	£85,560	-	-
2022-07-31	£60,434	£61,787	-	-
2021-07-31	£73,527	£72,135	-	-
2020-07-31	£62,603	£67,397	-	-

Trustees

Name	Role	Appointed
Garth Watkins	Chair	2015-03-18
Ian Michael Hopper		2024-11-26
Matthew Henry Robert Harris		2019-02-25
Rev DONNA WILLIAMS		2015-03-18

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2025

Company No	9183037
Charity No	1160957

Room For Work

Company No

9183037

Charity No

1160957

Contents

Trustees' Report	3-5
Independent Examiner's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9-11

The Report of the Trustees for the Year Ended 31 July 2025

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2025, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

Reference and administrative information

Full name of the Charity	Room For Work Limited
Known name of the Charity	Room For Work
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris Mr I Hopper
Key Management	Mr R M Bell
Governing Document	Memorandum and Articles of Association dated 12th August 2014
Company Number	9183037
Charity Number	1160957
Registered Office	50 Broom Park, Teddington, TW11 9RS
Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW
Bankers	Santander, Bootle, Merseyside, L30 4GB

Structure, Governance and Management

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

Objects of the Charity

The Charity delivers educational courses to the unemployed, to enable them to improve employability skills and find meaningful work. The Room for Work course is available to everyone, but it is specially designed to help skilled workers, managers and professionals who are aged 45+.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

Review of Activities

Grant Funded Courses

Room for Work delivered five 12-session courses in our 2024/25 year: three at Duke Street in Richmond Town Centre, funded by Richmond Parish Lands Charity, and two in Hampton at All Saints Hampton, funded by the Hampton Fund.

Two Communication for Employment short courses were funded by Hampton Wick United Charity and delivered at the Warehouse, St John's Hampton Wick.

Commissioned Courses

Four 12-session courses, funded by the national government via the UK Shared Prosperity Fund (UKSPF) were delivered in 2024/25. Two were Kingston courses managed by the Royal Borough of Kingston upon Thames, working in conjunction with South London Partnership (SLP) and the Mayor's Office. Runnymede Borough Council commissioned two courses funded by UKSPF: the first was delivered in Egham, the second in Addlestone.

As part of an ongoing commission with Work Match Richmond, the charity delivered three courses in our Hampton Wick (Richmond) location.

A total of seven courses were delivered as part of commissioning agreements, five were grant funded, making a total of 12 full courses and two short courses.

The Report of the Trustees for the Year Ended 31 July 2025, continued

Highlights and Key Achievements

Our annual income was £113,984 making 2024/25 our second most successful year financially, (2023/24: £127,088).

The Team

Our delivery team of eleven provided paid services combined with voluntary service, supported by a paid, part-time administrator. Several team members delivered special presentations on their subject areas of expertise.

Robin Bell is an author and social entrepreneur with a background in music, media and publishing. He is co-author of Finding Work After 40, the textbook used in the course. Robin has led the Room for Work programme and the team since 2012.

Lindsey Walne PhD is our Learning Development Manager. Lindsey is a teacher and trainer with over 20 years' experience in further, higher, adult and business education. Together with Robin, she supervises improvement of course materials and is also a course leader.

Tony Munday is a trainer with a background in Human Resources and recruitment. He has extensive experience with social media, and he acts as Operations Manager, charged with maintaining the database, registration processes and online security.

Marisca Ribeiro is a training professional with decades of experience as a workshop leader, having spent 30 years managing volunteers and health services within the charity sector. She is also a trainer with Mind, the mental health charity.

Caroline Egar is a teacher and trainer with 20 years of experience in the non-profit sector, combined with several years of business experience, having developed and sold a family business. She is assisting with business development for Room for Work.

Heather Baker is a career coach with special interest in supporting professionals who are managing a mid-career transition. She is a member of the European Mentoring and Coaching Council (EMCC). Heather manages the BITC coaching programme, making free personal coaching available for all our course participants.

Sharon Shingler, Frances Soiza, Alice Ha and Helen Welch supported the course leaders in programme delivery and administration. **Paul Hadfield** assisted with business development.

Key achievements included:

- Delivering a total of 14 courses: 12 full courses and two short courses
- 55 participants from our 2024/25 courses found a job or started in self-employment
- Which equates to a 40% job success rate for those completing a full course this year
- 61 participants reported starting a job, including 6 from courses before 2024/25
- Total number of participants registered in 2024/25 including short courses: 196
- Total number of participants completing a full course: 138
- Average participant age: 49

Acknowledgements

Grants

Room for Work gratefully acknowledges the support of the Richmond Foundation (formerly Richmond Parish Lands Charity) for selecting Room for Work as a recipient of a three-year Core Funding Grant, with £24,684 applied to Richmond courses and projects in 2024/25.

The Charity thanks the Hampton Fund for supporting two Hampton courses in 2024/25 with funding of £15,336.

Room for Work also gratefully acknowledges funding of £3,320 from Hampton Wick United Charity for delivery of two Communication for Employment short courses.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office support.

Many thanks to our other regular donors who faithfully contributed a total of £570 every month.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

The Report of the Trustees for the Year Ended 31 July 2025, continued

Financial Review

Income of £113,984 compared with £127,088 in 2023/24 was a 10.3% decrease on the previous year.

Expenditure of £126,285 was an increase of 47% as the additional income related to additional course delivery. This increase to the cost base was less than the increase in income and this led to an overall surplus of £803 (2022-23: £4,523).

The trustees are pleased with the growth in charitable activity and the surplus that was achieved. Cash held at the year-end was £13,105 decreasing from £16,137 in 2023-24.

The trustees note that free reserves of £12,235 equate to only 1.3 months of activity cost (2023-24; £9,727 and 0.92 months), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future Plans

We are delighted that the Charity has received ongoing commissions for course delivery in Richmond and Kingston Boroughs in 2025/26, as well as expanding into Elmbridge with grant funding for a Walton course in summer 2026. Plans are in place to begin delivery in Guildford in autumn 2026.

The trustees recognise the growth and development of the Room for Work course will depend upon new funding from other organisations. The team is working with our newest Trustee, Ian Hopper, in developing a strategy to achieve larger grants and commissions. They continue to improve training materials and course improvements that will assist in facilitating growth.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is now paying hire fees for every delivery location, except for a Runnymede venue. The Charity is reliant on course delivery locations being provided at reasonable costs.	The trustees monitor the amounts due for each location, to ensure that costs are within acceptable norms.
The Charity is reliant upon the expertise and availability of the course founder to deliver the courses and promote the charitable activity.	Trustees are aware the course founder requires assistance with fundraising, marketing and promotion. A committee is developing materials to approach corporate sponsors for new funding. Team members are assisting with promotion. We have the capacity to fulfill delivery requirements should the Course Founder be unavailable.

Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:


1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on 21st May 2026 and signed on their behalf by:



Independent examiner's report to the trustees of Room For Work Limited

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2025.

Responsibilities and basis of report

As the charity trustees of the Charity (and 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 the Company's accounts 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.

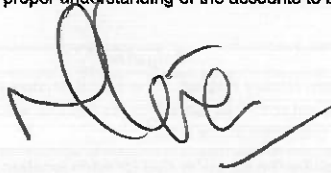
Independent examiner's statement

I have completed by 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 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.

Signed:



Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales)

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

22nd May 2026

Annual accounts for the year ended 31 July 2025

Statement of financial activities

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024-25 £	Total Funds 2023-24 £
Income					
Income from:					
Donations and legacies	2.1	7,187	43,340	50,527	57,588
Charitable activities	2.3	--	63,457	63,457	69,498
Interest receivable		--	--	--	2
Total		7,187	106,797	113,984	127,088
Expenditure					
Expenditure on:					
Raising funds		180	--	180	180
Charitable activities	3	--	93,119	93,119	123,108
Administration and Support		4,500	13,678	18,177	2,997
Total		4,680	106,797	111,477	126,285
Net income/(expenditure)		2,508	--	2,508	803
Transfers between funds		--	--	--	--
Other recognised gains/(losses):		--	--	--	--
Net movement in funds		2,508	--	2,508	803
Reconciliation of funds:					
Total funds brought forward		9,727	--	9,727	8,924
Total funds carried forward		12,235	--	12,235	9,727

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 9-11 form part of these accounts

Annual accounts for the year ended 31 July 2025

Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024-25 £	Total Funds 2023/24 £
Current assets					
Debtors		--	--	--	--
Cash and cash equivalents	4	13,105	--	13,105	16,137
Total current assets		13,105	--	13,105	16,137
Creditors: amounts falling due within one year	5	870	--	870	6,410
Net current assets/(liabilities)		12,235	--	12,235	9,727
Total assets less current liabilities		12,235	--	12,235	9,727
Creditors: amounts falling due after one year		--	--	--	--
Total net assets or liabilities		12,235	--	12,235	9,727
Funds of the Charity					
Unrestricted general funds	6	12,235	--	12,235	9,727
Total funds		12,235	--	12,235	9,727

For the period ended 31 July 2025, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 21st May 2026 by:

Notes to the accounts**Note 1 Basis of preparation****1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income**Donations and Legacies**

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets**Tangible Fixed Assets**

These assets are depreciated on a straight-line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets**Debtors**

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities**Creditors**

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

Room For Work

Company No 9183037
Charity No 1160957

Notes to the accounts continued

Note 2 Income

2.1 Donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Regular Donations	4,227	--	4,227	4,363
Other Donations	2,960	--	2,960	2,925
Grants	--	43,340	43,340	50,300
	7,187	43,340	50,527	57,588

2.2 Analysis of Grants	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
East End Community Foundation	--	--	--	10,500
Hampton Wick Churches	--	3,320	3,320	--
Hampton Fund	--	15,336	15,336	15,600
Richmond Parish Lands Charity	--	24,684	24,684	24,200
	--	43,340	43,340	50,300

2.3 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Egham	--	--	--	7,535
Greenwich	--	--	--	10,854
Work Match	--	29,387	29,387	21,788
Kingston	--	19,000	19,000	9,500
Runnymede	--	15,070	15,070	30,140
Wandsworth	--	--	--	19,821
	--	63,457	63,457	69,498

Note 3 Expenditure	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Cost of Raising Funds	180	--	180	180
Charitable Activity	--	93,119.48	93,119	123,108
Administration and Support Costs	4,500	13,678	18,177	2,997
	4,680	106,797	111,477	126,285

Note 4 Current Assets	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Debtor	--	--	--	--
Bank	13,105	--	13,105	16,137
	13,105	--	13,105	16,137

Note 5 Current Liabilities	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Creditors	870	--	870	--
Deferred Income	--	--	--	6,410
	870	--	870	6,410

Room For Work

Company No 9183037
Charity No 1160957

Notes to the accounts continued

Note 6 Charitable Funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Funds b/fwd	9,727	--	9,727	8,924
Shortfall/Surplus for the year	2,508	--	2,508	803
Funds c/fwd	<u>12,235</u>	<u>--</u>	<u>12,235</u>	<u>9,727</u>

Note 7 Related Parties**Mr R M Bell**

Mr. R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr. Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr. Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices total £21,343 for the year (2023-24: £33,270).

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2024: Nil).

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2024

Company No
Charity No

9183037
1160957

Contents

Trustees' Report	3-4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
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The Report of the Trustees for the Year Ended 31 July 2024

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Reference and administrative information

Full name of the Charity	Room For Work Limited
Known name of the Charity	Room For Work
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris
Company Secretary	Mr R Waddelow CA
Key Management	Mr R M Bell
Governing Document	Memorandum and Articles of Association dated 12th August 2014
Company Number	9183037
Charity Number	1180957
Registered Office	50 Broom Park, Teddington, TW11 9RS
Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW
Bankers	Santander, Bootle, Merseyside, L30 4GB

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Objects of the Charity

The Charity delivers educational courses to the unemployed, to enable them to improve employability skills and find meaningful work. The Room for Work course is available to everyone, but it is specially designed to help skilled workers, managers and professionals who are aged 45+.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

Review of Activities

Grant Funded Courses

Room for Work delivered five 12-session courses in our 2023/24 year: three at Duke Street in Richmond Town Centre, funded by Richmond Parish Lands Charity, and two in Hampton at All Saints Hampton, funded by the Hampton Fund.

Four new short courses, titled Communication for Employment, were funded by Societe Generale and delivered at Duke Street in Richmond.

Commissioned Courses

The charity acquired two new commissions in the year. Both were funded by the national government via the UK Shared Prosperity Fund (UKSPF). The Kingston course was managed by the Royal Borough of Kingston upon Thames, working in conjunction with South London Partnership (SLP) and the Mayor's Office. Room for Work delivered the first of three commissioned courses in the 2023/24 year. Runnymede Borough Council also commissioned three courses, the first was delivered in Egham.

As part of an ongoing commission with Work Match Richmond and Wandsworth, the charity delivered three courses in our Hampton Wick (Richmond) location and three in Wandsworth Borough. Room for Work also delivered two commissioned courses at Woolwich in the Royal Borough of Greenwich as part of the GLaaB employment and skills support service, which is partnered with Maximus.

A total of ten courses were delivered as part of commissioning agreements.

Highlights and Key Achievements

Financially, 2023/24 was our most successful year. Our annual income was £127,088, an increase of £37,005 over our previous year.

Key achievements included:

- Delivering a total of 15 full courses, the highest number yet
- Four deliveries of our new short course: Communication for Employment
- Two new commissions: Kingston upon Thames and Runnymede Borough Council
- Increasing our total number of Course Leaders to five
- Training two more new Course Leaders and two new Host/Admins
- 58 people from our 2023/24 courses found a job or started in self-employment
- Total number of participants registered including short courses: 239
- Total number of participants completing a full course: 157
- Average participant age: 52

Funding

Grants

Room for Work gratefully acknowledges the support of Richmond Parish Lands Charity for selecting Room for Work as a recipient of a three-year Core Funding Grant, with £24,200 applied to Richmond courses and projects in 2023/24.

The Charity thanks the Hampton Fund for supporting two Hampton courses in 2023/24 with funding of £15,600.

Room for Work also gratefully acknowledges funding of £10,500 from Societe Generale for delivery of the Communication for Employment short courses.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office support.

Many thanks to our other regular donors who faithfully contributed a total of £570 every month.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

The Report of the Trustees for the Year Ended 31 July 2024, continued

Financial Review

Income of £127,088 was a 41% increase on the previous year and was largely due to an increase in commissioned services from other London boroughs. This further lowered reliance on LB Wandsworth income which also fell to almost £19,821 (2022-23: £39,936).

Expenditure of £126,285 was an increase of 47% as the additional income related to additional course delivery. This increase to the cost base was less than the increase in income and this led to an overall surplus of £803 (2022-23: £4,523).

The trustees are pleased with the growth in charitable activity and the surplus that was achieved. Cash held at the year end increased to £16,137 from £8,924, however the charity is holding £6,410 of Deferred Income for 2024/25.

The trustees note that free reserves of £9,727 equate to only 1.36 months of activity cost (2022-23; £8,924 and 1.25 months), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is fully funded by grants and commissions. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future Plans

We are delighted that the Charity has secured the necessary funding to deliver our courses in Hampton Wick, Hampton, Richmond Town Centre and now also in Kingston and Runnymede (Egham) for 2024-25.

The trustees recognise that the growth and development of the Room for Work course will depend upon its being packaged in such a way that other, new teams can be trained to deliver the course without relying upon the current expertise. They will continue to consider how training material and course manuals might be developed in order to facilitate this growth and will seek funding for the project.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is now paying hire fees for every delivery location, with the exception of a Runnymede venue. The Charity is reliant on course delivery locations being provided at reasonable costs.	The trustees monitor the amounts due for each location, to ensure that costs are within acceptable norms.
The Charity is reliant upon the expertise and availability of the course founder in order to deliver the courses and promote the charitable activity.	The trustees are aware that two new Course Leaders and Host Admins were trained this year, increasing our delivery capacity to allow that the team is able to fulfill delivery requirements should the Course Founder be unavailable. Team members are also assisting with promotion.

Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

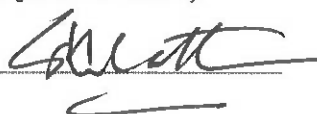
We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on 8 April 2025 and signed on their behalf by:

GARTH WATKINS



Independent examiner's report to the trustees of Room For Work Limited

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2024.

Responsibilities and basis of report

As the charity trustees of the Charity (and 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 the Company's accounts 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.

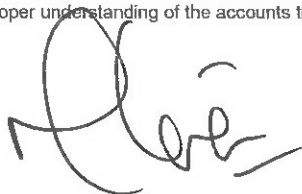
Independent examiner's statement

I have completed by 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 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.

Signed:



Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales)

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

16th April 2025

Annual accounts for the year ended 31 July 2024

Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023-24 £	Total Funds 2022-23 £
Current assets					
Debtors	4	--	--	--	--
Cash and cash equivalents		9,727	6,410	16,137	8,924
Total current assets		9,727	6,410	16,137	8,924
Creditors: amounts falling due within one year	5	--	6,410	--	--
Net current assets/(liabilities)		9,727	--	9,727	8,924
Total assets less current liabilities		9,727	--	9,727	8,924
Creditors: amounts falling due after one year		--	--	--	--
Total net assets or liabilities		9,727	--	9,727	8,924
Funds of the Charity					
Unrestricted general funds	6	9,727	--	9,727	8,924
Total funds		9,727	--	9,727	8,924

For the period ended 31 July 2024, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 8th April 2025 by:

GARTH WATKINS



Annual accounts for the year ended 31 July 2024

Statement of financial activities

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023-24 £	Total Funds 2022-23 £
Income					
Income from:					
Donations and legacies	2.1	7,288	50,300	57,588	42,911
Charitable activities	2.3	--	69,498	69,498	47,172
Interest receivable		2	--	2	--
Total		7,290	119,798	127,088	90,083
Expenditure					
Expenditure on:					
Raising funds		180	--	180	189
Charitable activities	3	3,277	119,832	123,108	85,371
Administration and Support		2,997	--	2,997	
Total		6,453	119,832	126,285	85,560
Net income/(expenditure)		837	(34)	803	4,523
Transfers between funds		--	--	--	--
Other recognised gains/(losses):		--	--	--	--
Net movement in funds		837	(34)	803	4,523
Reconciliation of funds:					
Total funds brought forward		8,924	--	8,924	4,401
Total funds carried forward		9,761	(34)	9,727	8,924

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 8-10 form part of these accounts

Notes to the accounts**Note 1 Basis of preparation****1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income**Donations and Legacies**

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets**Tangible Fixed Assets**

These assets are depreciated on a straight line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets**Debtors**

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities**Creditors**

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

Room For Work

Company No 9183037

Charity No 1160957

Notes to the accounts continued

Note 2 Income

2.1 Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Regular Donations	4,363	--	4,363	6,545
Other Donations	2,925	--	2,925	1,756
Grants	--	50,300	50,300	34,610
	7,288	50,300	57,588	42,911

2.2 Analysis of Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Societe General	--	10500	10,500	--
Hampton Wick Churches	--	--	--	2,060
Hampton Fuel Allotments	--	--	--	7,500
Hampton Fund	--	15,600	15,600	--
Richmond Parish Lands Charity	--	24,200	24,200	22,000
London Borough of Richmond	--	--	--	3,050
	--	50,300	50,300	34,610

2.3 Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Egham	--	7,535	7,535	--
Greenwich	--	10,854	10,854	7,236
Hampton Wick	--	21,788	21,788	--
Kingston	--	9,500	9,500	--
Wandsworth	--	19,821	19,821	39,936
Core	--	--	--	--
	--	69,498	69,498	47,172

Note 3 Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Cost of Raising Funds	180	--	180	189
Charitable Activity	3,277	119,832	123,108	85,371
Administration and Support Costs	2,997	--	2,997	--
	6,453	119,832	126,285	85,560

Note 4 Current Assets

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Debtor	--	--	--	--
Bank	16,137	--	16,137	8,924
	16,137	--	16,137	8,924

Note 5 Current Liabilities

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2023-24
Deferred Income	--	6,410	6,410	--
Accruals	--	--	--	--
	--	6,410	6,410	--

Room For Work

Company No 9183037

Charity No 1160957

Notes to the accounts continued

Note 6 Charitable Funds

	Unrestricted Funds	Restricted Funds	Total Funds 2023-24	Total Funds 2022-23
Funds b/fwd	8,924	--	8,924	4,401
Shortfall/Surplus for the year	803	--	803	4,523
Funds c/fwd	9,727	--	9,727	8,924

Note 7 Related Parties

Mr R M Bell

Mr R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices totalled £33,270 for the year (2022-23: £30,788).

Mr Bell also volunteers for the Charity, providing a CEO function, promoting the charitable activity and working with the Trustees in the management of the activity whilst supporting them in its governance. He is not remunerated for this time (2022-23: Nil).

St John's Church, Hampton Wick

Mr Bell is a member of the Parochial Church Council (PCC) at St John's Hampton Wick. During the year, the church donated £3,833 to Room For Work (2023: £3,600). The Church also provided space for the delivery of charitable activities (The Warehouse at St John's Hampton Wick) for a fee. Office and administrative services were provided free of charge.

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2023: Nil).

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2023

Company No
Charity No

9183037
1160957

Contents

Trustees' Report	3-4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8-10

The Report of the Trustees for the Year Ended 31 July 2023

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2023, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

Reference and administrative information

Full name of the Charity	Room For Work Limited	Company Number	9183037
Known name of the Charity	Room For Work	Charity Number	1160957
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris	Registered Office	50 Broom Park, Teddington, TW11 9RS
Company Secretary	Mr R Waddelow CA	Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW
Key Management	Mr R M Bell	Bankers	Santander, Bootle, Merseyside, L30 4GB
Governing Document	Memorandum and Articles of Memorandum and Articles of Association dated 12th August 2014		

Structure, Governance and Management

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

Objects of the Charity

The Charity delivers educational courses to the unemployed, to enable them to improve employability skills and find meaningful work. The Room for Work course is available to everyone, but it is specially designed to help skilled workers, managers and professionals who are aged 45+.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

Review of Activities

Room for Work delivered six grant-funded courses in our 2022/23 year: three on Mondays (in Richmond Town Centre) and three on Tuesdays (in Hampton Wick). Grants and donations from several funders enabled free delivery to course participants.

Tony Munday delivered Richmond Town Centre courses. In Hampton Wick, Robin Bell presented two courses, Marisca Ribeiro delivered one. Sharon Shingler assisted with delivery in both locations. Our delivery team of seven people provided paid services combined with some voluntary (unpaid) service, supported by a paid, part-time administrator. All team members delivered special presentations on their subject areas of expertise.

Under commission from Wandsworth Borough, Room for Work delivered six courses in partnership with Work Match. Courses were presented by Rob(n) Bell, with the assistance of Frances Soiza. Tony Munday delivered a commissioned course in the Royal Borough of Greenwich as part of the GLaaB employment and skills support service, which is partnered with Maximus, a leading provider of health and employment services in the UK. Room for Work is now a training partner with Maximus.

Highlights and Key Achievements

Financially, 2022/23 was our most successful year. Our annual income was £90,083, an increase of £29,649 over our previous year.

Key achievements included:

- Delivering a total of 13 full courses, the highest number yet
- Acquiring a major new commissioning partner: Maximus
- Delivering our first course in Greenwich, a new area for Room for Work
- Training a new Course Leader, Marisca Ribeiro, thereby increasing our total number of Course Leaders to four
- Creating a new short course: Communication for Employment
- 43 people from our 2022/23 full courses found a job or started in self-employment
- Continuing development of our Business Plan for growth, assisted by Cranfield Trust
- Total number of participants registered: 144
- Total number of participants completing a full course: 121
- Average participant age: 51

Funding

Grants

Room for Work gratefully acknowledges the support of Richmond Parish Lands Charity for selecting Room for Work as a recipient of a three-year Core Funding Grant, with £22,000 applied to Richmond courses and projects in 2022/23. The second tranche was received in October 2023.

The Charity thanks the Hampton Fund for supporting two Hampton Wick courses in 2023 with funding of £7,500.

Room for Work also gratefully acknowledges funding in the amount of £3,050 from the Richmond Local Area Fund, as well as £2,060 from Hampton Wick Churches Together. These funds were given to support the Autumn 2022 Hampton Wick course.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office support

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

The Report of the Trustees for the Year Ended 31 July 2023, continued

Financial Review

Income of £90,083 was a 49% increase on the previous year and was largely due to an increase in contribution from Richmond Parish Lands Charity. Income for this service was £22,000, 24% of total revenue (2021-22: £8,750, 14% of income). This lowered reliance on LB Wandsworth income which also rose to almost £39,936 (2021-22: £36,270).

Expenditure increased by 38% as the additional income related to additional course delivery. This increase to the cost base was less than the increase in income and this led to an overall surplus of £4,523 (2021-22: loss of £1,392).

The trustees are pleased with the growth in charitable activity and the surplus that was achieved. Cash held at the year end declined to £8,924 from £26,401, however this was largely due to the Richmond Parish Lands Charity grant that was received as cash in advance of the year in 2022-23 but during the year 2023-24.

The trustees note that free reserves of £8,924 equate to only 1.25 months of activity cost (2021-22; £4,401 and 0.85 months), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future Plans

We are delighted that the Charity has secured the necessary funding to deliver our courses in Hampton Wick, Richmond and in Wandsworth and now also in Greenwich for 2023-24.

The trustees recognise that the growth and development of the Room for Work course will depend upon its being packaged in such a way that other, new teams can be trained to deliver the course without relying upon the current expertise. They will continue to consider how training material and course manuals might be developed in order to facilitate this growth and will seek funding for the project.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is reliant upon the generosity of benefactors to provide space and administration service free of charge.	The trustees are in contact with the benefactor on a regular basis and will have forward notice of any likely change in the provision. Alternative arrangements could then be made.
The Charity is reliant upon the expertise and availability of the course founder in order to deliver the courses and promote the charitable activity.	The trustees are aware that the Course Founder, Robin Bell, is working with the Learning Development Manager, on creating a package that will allow the course to be more widely delivered. Plans are in place to train more course leaders.

Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on 16th April 2024 and signed on their behalf by:

EARTH WATKINS



Independent examiner's report to the trustees of Room For Work Limited

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2023.

Responsibilities and basis of report

As the charity trustees of the Charity (and 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 the Company's accounts 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.

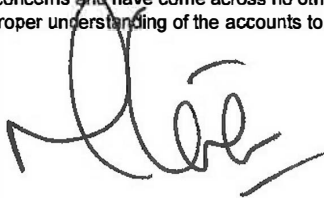
Independent examiner's statement

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 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.

Signed:



Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales)

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

17th April 2024

Annual accounts for the year ended 31 July 2023

Statement of financial activities

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022-23 £	Total Funds 2021-22 £
Income					
Income from:					
Donations and legacies	2.1	8,301	34,610	42,911	24,164
Charitable activities	2.3	--	47,172	47,172	36,270
Interest receivable		--	--	--	--
Total		8,301	81,782	90,083	60,434
Expenditure					
Expenditure on:					
Raising funds		189	--	189	96
Charitable activities	3	3,589	81,782	85,371	61,691
Total		3,778	81,782	85,560	61,787
Net income/(expenditure)		4,523	--	4,523	(1,353)
Transfers between funds		--	--	--	--
Other recognised gains/(losses):		--	--	--	--
Net movement in funds		4,523	--	4,523	(1,353)
Reconciliation of funds:					
Total funds brought forward		4,401	--	4,401	5,754
Total funds carried forward		8,924	--	8,924	4,401

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 8-10 form part of these accounts

Annual accounts for the year ended 31 July 2023

Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022-23 £	Total Funds 2021-22 £
Current assets					
Debtors	4	--	--	--	-
Cash and cash equivalents		8,924	--	8,924	26,401
Total current assets		8,924	--	8,924	26,401
Creditors: amounts falling due within one year	5	--	--	--	22,000
Net current assets/(liabilities)		8,924	--	8,924	4,401
Total assets less current liabilities		8,924	--	8,924	4,401
Creditors: amounts falling due after one year		--	--	--	--
Total net assets or liabilities		8,924	--	8,924	4,401
Funds of the Charity					
Unrestricted general funds	6	8,924	--	8,924	4,401
Total funds		8,924	--	8,924	4,401

For the period ended 31 July 2023, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 16th April 2024 by: GARTH WATKINS



Notes to the accounts
Note 1 Basis of preparation**1.1 Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income**Donations and Legacies**

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets**Tangible Fixed Assets**

These assets are depreciated on a straight line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets**Debtors**

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities**Creditors**

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

Notes to the accounts continued**Note 2 Income****2.1 Donations and legacies**

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
Regular Donations	6,545	--	6,545	5,700
Other Donations	1,756	--	1,756	9,714
Grants	--	34,610	34,610	8,750
	8,301	34,610	42,911	24,164

2.2 Analysis of Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
Hampton Wick Churches	--	2,060	2,060	--
Hampton Fuel Allotments	--	7,500	7,500	--
Richmond Parish Lands Charity	--	22,000	22,000	8,750
London Borough of Richmond		3,050	3,050	--
	--	34,610	34,610	8,750

2.3 Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
LB Wandsworth	--	39,936	39,936	36,270
LB Greenwich	--	7,236	7,236	--
	--	47,172	47,172	36,270

Note 3 Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
Cost of Raising Funds	189	--	189	96
Charitable Activity	3,589	81,782	85,371	61,691
	3,778	81,782	85,560	61,787

Note 4 Current Assets

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
Bank	8,924	--	8,924	26,401
	8,924	--	8,924	26,401

Note 5 Current Liabilities

	Unrestricted Funds	Restricted Funds	Total Funds 2022-23	Total Funds 2021-22
Deferred Income	--	--	--	22,000
	--	--	--	22,000

Notes to the accounts continued**Note 6 Charitable Funds**

	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2021-22
Funds b/fwd	4,401	--	4,401	5,754
Shortfall/Surplus for the year	4,523	--	4,523	(1,353)
Funds c/fwd	8,924	--	8,924	4,401

Note 7 Related Parties**Mr R M Bell**

Mr R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices totalled £30,788 for the year (2021-22: £31,950).

Mr Bell also volunteers for the Charity, providing a CEO function, promoting the charitable activity and working with the Trustees in the management of the activity whilst supporting them in its governance. He is not remunerated for this time (2021-22: Nil).

St John's Church, Hampton Wick

During the year one of the trustees, Mr G Watkins, was also a member of The Parochial Church Council Of The Ecclesiastical Parish Of St John The Baptist Hampton Wick which donated £3,600 to Room For Work in the year (2021-22: £3,600). The Church also provided space for the delivery of charitable activities (The Warehouse at St John's Hampton Wick) and office and administrative services free of charge.

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2021-22: Nil).

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Ltd

Company No. 9183037
Charity No. 1160957

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2022

Contents

Trustees' Report	3-7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11-14

The Report of the Trustees for the Year Ended 31 July 2022

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2022, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

Reference and administrative information

Full name of the Charity Room For Work Limited

Known name of the Charity Room For Work

Trustees/Directors: Mr GKP Watkins
 Reverend D Williams
 Mr M Harris

Company Secretary Mr R Waddelow CA

Key Management Mr R M Bell

Governing Document Memorandum and Articles of Association dated 12th August 2014

Company Number 9183037
Charity Number 1160957

Registered Office 50 Broom Park, Teddington, TW11 9RS

Independent Examiner Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW

Bankers Santander, Bootle, Merseyside, L30 4GB

Structure, Governance and Management

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

Objects of the Charity

The Charity delivers educational courses to the unemployed, to enable them to improve employability skills and find meaningful work. The Room for Work course is available to everyone, but it is specially designed to help skilled workers, managers and professionals who are aged 45+.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

Review of Activities

Room for Work delivered four 12-week courses in our 2021/22 year: two on Mondays (for Richmond residents only) and two on Tuesdays (London courses). Courses were delivered online during times that coincided with school terms. The Charity is supported by grants and donations from several funders to deliver these courses free of charge. Participants are asked to donate to the Charity if they are able, but there is no obligation to pay for the course.

Tony Munday was the Course Leader for the Richmond-only courses. Tuesday courses were facilitated and presented by Robin Bell, Founder and Programme Leader. Special presentations were provided by Room for Work team members who are experienced professionals in their area of expertise. Our team was comprised of seven people. Six team members delivered paid services combined with voluntary (unpaid) service, supported by a paid, part-time administrator.

Highlights and Key Achievements

Financially, 2021/22 was a successful year

Key achievements included:

- Securing three years of forward funding from Richmond Parish Lands Charity in the amount of £22k per year
- Delivering a total of 8 full courses and 16 individual workshop sessions
- Maintaining our job success rate of 50%
- 41 people from our 2021/22 full courses found a job or started in self-employment
- Completing our Course Training Package for new trainers
- Starting a new Business Plan for growth, assisted by a volunteer from Cranfield Trust
- Testing course effectiveness with successful delivery of two London courses
- Total number of participants including workshop sessions: 218
- Total number of participants completing a full course: 84
- Average participant age: 49

Funding

Grants

Room for Work gratefully acknowledges the support of Richmond Parish Lands Charity for funding our Autumn 2020 and Winter 2021 courses for Richmond residents, as well as selecting Room for Work as a recipient of a Core Funding Grant of £22k per year for 3 years.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office support.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

Financial Review

Income of £60,434 was a 18% decrease on the previous year and was largely due to a decrease in contribution from LB Wandsworth on prior year. Income for this service was £36,270, 60% of total revenue. Grant income decreased from £22,130 to £8,750. Income from other donations increased from £7,168 to £15,414.

Expenditure decreased in line with reduction in income. Expenditure was 15% less than the previous year at £61,787.

The trustees are satisfied that despite the charity recording a deficit of £1,353 for the year (2020-21 surplus; £1,392) Room for Work remains healthy supported by cash at £26,401 (2020-21; £5754), the majority of this being a grant of £22,000 paid for 2022/23.

The trustees note that free reserves of £4,401 equate to circa 1 months of activity cost (2020-21; 1 month), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future plans

We are delighted that the Charity has secured the necessary funding to deliver our courses in Hampton Wick, Richmond and in Wandsworth in 2022-23.

The trustees recognise that the growth and development of the Room for Work course will depend upon its being packaged in such a way that other, new teams can be trained to deliver the course without relying upon the current expertise. They will continue to consider how training material and course manuals might be developed in order to facilitate this growth and will seek funding for the project.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is reliant upon the generosity of benefactors to provide space and administration service free of charge.	The trustees are in contact with the benefactor on a regular basis and will have forward notice of any likely change in the provision. Alternative arrangements could then be made.
The Charity is reliant upon the expertise and availability of the course founder in order to deliver the courses and promote the charitable activity.	The trustees are aware that the Course Founder, Robin Bell, is working with the Learning Development Manager, Lindsey Waine, on creating a package that will allow the course to be more widely delivered. Plans are in place to train more course leaders.

Trustee/ Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006 We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on 15 May 2023 and signed on their behalf by:

Garth Watkins, Chairman

A handwritten signature in black ink, appearing to read 'G. Watkins', with a horizontal line underneath it.

Independent examiner's report to the trustees of Room For Work Ltd.

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2022.

Responsibilities and basis of report

As the charity trustees of the Charity (and 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 the Company's accounts 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.

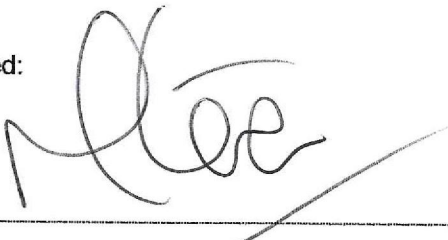
Independent examiner's statement

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 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.

Signed:



17/5/23

Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales) 37 Grayham Road, New Malden, Surrey, KT3 5HW

Annual accounts for the year ended 31 July 2022

Statement of financial activities

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021-22 £	Total Funds 2020-21 £
Income					
Income from:					
Donations and legacies	2.1	15,414	8,750	24,164	29,298
Charitable activities	2.3	36,270	--	36,270	44,229
Interest receivable		--	--	--	--
Total		51,684	8,750	60,434	73,527
Expenditure					
Expenditure on:					
Raising funds		96	--	96	96
Charitable activities	3	52,941	8,750	61,691	72,039
Total		53,037	8,750	61,787	72,135
Net income/(expenditure)		(1,353)	--	(1,353)	1,392
Transfers between funds					
Other recognised gains/(losses):		--	--	--	--
Net movement in funds		(1,353)	--	(1,353)	1,392
Reconciliation of funds:					
Total funds brought forward		5,754	--	5,754	4,362
Total funds carried forward		4,401	--	4,401	5,754

Movements on reserves and all recognised gains and losses are shown above.

Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021-22 £	Total Funds 2020-21 £
Current assets					
Debtors	4	--	--	--	-
Cash and cash equivalents		4,401	22,000	26,401	5,754
Total current assets		4,401	22,000	26,401	5,754
Creditors: amounts falling due within one year	5	--	22,000	22,000	--
Net current assets/(liabilities)		4,401	--	4,401	5,754
Total assets less current liabilities		4,401	--	4,401	5,754
Creditors: amounts falling due after one year		--	--	--	--
Total net assets or liabilities		4,401	--	4,401	5,754
Funds of the Charity					
Unrestricted general funds	6	4,401	--	4,401	5,754
Total funds		4,401	--	4,401	5,754

For the period ended 31 July 2022 the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 15 May 2023 by:

GARTH WATKINS
CHAIR



Note 1 Basis of preparation

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the liability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income

Donations and Legacies

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable

activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets

Tangible Fixed Assets

These assets are depreciated on a straight-line basis over their estimated useful lives. The periods used are as follows:

- | | |
|-------------------------------------|---------|
| - Computer equipment | 3 years |
| - Other equipment | 5 years |
| - Furniture, fixtures and equipment | 5 years |

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets

Debtors

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities

Creditors

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

received any remuneration for their work as trustees of the charity (2019: Nil).

Note 2 Income

2.1 Donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Regular Donations	5,700	--	5,700	3,614
Other Donations	9,714	--	9,714	3,554
Grants	--	8,750	8,750	22,130
	15,414	8,750	24,164	29,298

2.2 Analysis of Grants	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Richmond Parish Lands Charity	--	8,750	8,750	12,388
London Learning Consortium (ESF)		--	--	9,742
	--	8,750	8,750	22,130

2.3 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
LB Wandsworth	36,270	--	36,270	44,229
CABA BCA	--	--	--	500
	36,270	--	36,270	44,729

Note 3 Expenditure	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Cost of Raising Funds	96	--	96	96
Charitable Activity	51,473	8,750	60,223	70,603
Administration and Support Costs	1,469	--	1,469	1,436
	53,037	8,750	61,787	72,135

Note 4 Current Assets	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Bank	4,401	22,000	26,401	5,754
	4,401	22,000	26,401	5,754

Note 5 Current Liabilities	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Deferred Income	--	22,000	22,000	--
	--	22,000	22,000	--

Note 6 Charitable Funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021-22	Total Funds 2020-21
Funds b/fwd	5,754	--	5,754	4,362
Shortfall/Surplus for the year	(1,353)	--	(1,353)	1,392
Funds c/fwd	4,401	--	4,401	5,754

Note 7 Related Parties**Mr R M Bell**

Mr R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices totalled £31,950 for the year (2020: £29,985).

St John's Church, Hampton Wick

During the year one of the trustees, Mr G Watkins, was also a member of The Parochial Church Council Of The Ecclesiastical Parish Of St John The Baptist Hampton Wick which donated £3,600 to Room For Work in the year (2021: £3,600). The Church also provided space for the delivery of charitable activities (The Warehouse at St John's Hampton Wick) and office and administrative services free of charge.

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2021: Nil)

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2021

Company No	9183037
Charity No	1160957

Contents

Trustees' Report	3-4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8-10

The Report of the Trustees for the Year Ended 31 July 2021

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2021, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

Reference and administrative information

Full name of the Charity	Room For Work Limited
Known name of the Charity	Room For Work
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris
Company Secretary	Mr R Waddelow CA
Key Management	Mr R M Bell
Governing Document	Memorandum and Articles of Association dated 12th August 2014
Company Number	9183037
Charity Number	1160957
Registered Office	50 Broom Park, Teddington, TW11 9RS
Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW
Bankers	Santander, Bootle, Merseyside, L30 4GB

Structure, Governance and Management

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

Objects of the Charity

The object of the Charity is the relief of unemployment for the public benefit in such ways as it may determine, including assistance to find employment. It achieves this object chiefly by providing the employability course, "Room for Work" free of charge to the unemployed.

Room for Work is a 12-session programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin Mckay Bell.

Review of Activities

Room for Work delivered five 12-week courses in the year 2020/21: two on Tuesdays (ESF/ESFA and a National course) and three on Mondays (for Richmond residents only).

The trustees are delighted to report that the Charity's commission from Wandsworth Borough was ongoing in 2020/21, delivering six Work Match courses in 2020/21, an increase of one course over the previous year.

Due to Covid-19, all courses were delivered online. Hampton Wick ESF and Work Match courses, were facilitated and presented by Robin Bell, with support from team members and speakers drawn from the local community. Tony Munday was the Course Leader for the Richmond-only courses.

Additional speakers were experienced professionals in their area of expertise; many of them presented on a voluntary basis, some charged a fee. The online delivery format required fewer volunteers than we had used previously, reducing the number to an average of four per course, with two additional volunteers providing accounting and bookkeeping services.

The Charity is supported by grants and donations from several funders to deliver these courses free of charge. Participants are asked to donate to the Charity if they are able, but there is no obligation to pay for the course. The Wandsworth courses are commissioned by Work Match. They are free to the user and participants are not asked to donate to the Charity as all costs are covered by the commission.

Highlights and Key Achievements

Financially, 2020/21 was our most successful year. Our annual income was £73,527, an increase of 17% over our previous year.

Key achievements included:

- Delivering a total of 11 full courses, an increase of one course over our previous year: a Summer Course funded by Richmond Parish Land Charity's Covid-19 fund
- Gaining more business from our Work Match partner, delivering 4 series of workshops
- Completing our ESF Community Grant project by delivering the second of two courses co-funded by the European Social Fund and the Education and Skills Funding Agency UK. This course achieved an excellent job success rate of 47% during the Covid-19 pandemic
- Increasing our reach and lasting course effectiveness further afield with a National Course including participants from Birmingham, Chester, Hastings, and London (41% job success rate)
- Launching our new branding and website in October 2020
- Securing forward funding from Richmond Parish Lands Charity for Richmond courses in 2021/22
- Total number of participants including short courses: 239
- Total number of participants completing a full course: 137
- 47 people from our 2020/21 full courses found a job or started in self-employment
- Total of 59 jobs reported (12 reporting jobs from our previous year)
- Average participant age: 51

Funding

Grants

Room for Work gratefully acknowledges the support of Richmond Parish Lands Charity for funding our Autumn 2020, Winter and Summer 2021 for Richmond residents.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office service support in kind.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contribute.

The Report of the Trustees for the Year Ended 31 July 2021, continued

Financial Review

Income of £73,527 was a 17% increase on the previous year and was largely due to an increase in contribution from LB Wandsworth on prior year. Income for this service was £44,230, 60% of total revenue. There was also an increase in grant income from £19,357 to £22,130.

Expenditure rose as in line with income growth. Expenditure was 7% higher than in the previous year at £72,135.

The trustees are satisfied that despite the charity recording a surplus of £1,392 for the year (2019-20 deficit; £4,794.) and cash remains healthy at £5,754 (2019-20; £3,105).

The trustees note that free reserves of £5,754 equate to circa 1 months of activity cost (2020-21; 1 month), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future Plans

We are delighted that the Charity has secured the necessary funding to deliver our courses in Hampton Wick, Richmond and in Wandsworth in 2021-22.

The trustees recognise that the growth and development of the Room for Work course will depend upon its being packaged in such a way that other, new teams can be trained to deliver the course without relying upon the current expertise. They will continue to consider how training material and course manuals might be developed in order to facilitate this growth and will seek funding for the project.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Covid-19 pandemic could result in a loss of income and impact the ability for the team to deliver courses.	In the year of 2020/21 all courses were delivered online. The team was commended by a funding partner, Work Match, which commissioned more courses for the following year of 2021/22, as did Richmond Parish Lands Charity. The team is confident our online delivery is successful with every programme we present. All funders were satisfied with online delivery, which has also proven to be effective with strong job results in all courses. Income during the year exceeded pre-pandemic levels.
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is reliant upon the generosity of benefactors to provide space and administration services free of charge.	The trustees are in contact with the benefactor on a regular basis and will have forward notice of any likely change in the provision. Alternative arrangements could then be made.
The Charity is reliant upon the expertise and availability of the course founder in order to deliver the courses and promote the charitable activity.	The trustees are aware that the Course Founder, Robin Bell, is working with the Learning Development Manager, Lindsey Waine, on creating a standalone package that will allow the course to be more widely delivered. This work is nearly complete. It will enable the Charity to train more course leaders and free up more time for Robin to manage and promote the Charity. Tony Munday delivered three courses in the year. He is prepared to deliver more, with Lindsey Waine able to cover for Robin and Tony should the need arise.

Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

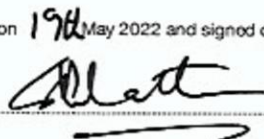
We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on 19th May 2022 and signed on their behalf by:

Garth Watkins, Chairman



Independent examiner's report to the trustees of Room For Work Limited

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2021.

Responsibilities and basis of report

As the charity trustees of the Charity (and 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 the Company's accounts 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.

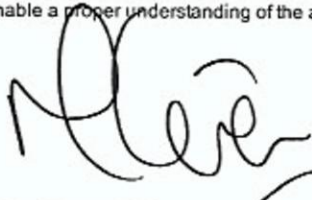
Independent examiner's statement

I have completed by 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 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.

Signed:



Nicholas John Stevens FCA

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

20th May 2022

Annual accounts for the year ended 31 July 2021

Statement of financial activities

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020-21 £	Total Funds 2019-20 £
Income					
Income from:					
Donations and legacies	2.1	7,168	22,130	29,298	31,242
Charitable activities	2.3	44,229	--	44,229	31,351
Interest receivable		--	--	--	10
Total		51,397	22,130	73,527	62,603
Expenditure					
Expenditure on:					
Raising funds		96	--	96	96
Charitable activities	3	49,909	22,130	72,039	67,301
Total		50,005	22,130	72,135	67,397
Net income/(expenditure)		1,392	--	1,392	(4,794)
Transfers between funds		--	--	--	--
Other recognised gains/(losses):		--	--	--	--
Net movement in funds		1,392	--	1,392	(4,794)
Reconciliation of funds:					
Total funds brought forward		4,362	--	4,362	9,156
Total funds carried forward		5,754	--	5,754	4,362

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 8-10 form part of these accounts

Annual accounts for the year ended 31 July 2021

Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020-21 £	Total Funds 2019-20 £
Current assets					
Debtors	4	--	--	--	1,257
Cash and cash equivalents		5,754	--	5,754	3,105
Total current assets		5,754	--	5,754	4,362
Creditors: amounts falling due within one year	5	--	--	--	--
Net current assets/(liabilities)		5,754	--	5,754	4,362
Total assets less current liabilities		5,754	--	5,754	4,362
Creditors: amounts falling due after one year		--	--	--	--
Total net assets or liabilities		5,754	--	5,754	4,362
Funds of the Charity					
Unrestricted general funds	6	5,754	--	5,754	4,362
Total funds		5,754	--	5,754	4,362

For the period ended 31 July 2021, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 19th May 2022 by:

G.K.P. WATKINS



Notes to the accounts

Note 1 Basis of preparation

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income

Donations and Legacies

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets

Tangible Fixed Assets

These assets are depreciated on a straight line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets

Debtors

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities

Creditors

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

Notes to the accounts continued

Note 2 Income

2.1 Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
Regular Donations	3,614	--	3,614	3,600
Other Donations	3,554	--	3,554	8,285
Grants	--	22,130	22,130	19,357
	7,168	22,130	29,298	31,242

2.2 Analysis of Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
William Grant and Sons		--	--	2,000
Leathersellers		--	--	1,500
Richmond Parish Lands Charity	--	12,388	12,388	8,000
London Learning Consortium (ESF)		9,742	9,742	7,857
	--	22,130	22,130	19,357

2.3 Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
LB Wandsworth	44,229	--	44,229	31,351
CABA BCA	500	--	500	--
	44,729	--	44,729	31,351

Note 3 Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
Cost of Raising Funds	96	--	96	96
Charitable Activity	48,473	22,130	70,603	62,332
Administration and Support Costs	1,436	--	1,436	4,969
	50,005	22,130	72,135	67,397

Note 4 Current Assets

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
Debtor	--	--	--	1,257
Bank	5,754	--	5,754	3,105
	5,754	--	5,754	4,362

Note 5 Current Liabilities

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
Deferred Income	--	--	--	--
Accruals	--	--	--	--
	--	--	--	--

Notes to the accounts continued

Note 6 Charitable Funds

	Unrestricted Funds	Restricted Funds	Total Funds 2020-21	Total Funds 2019-20
Funds b/fwd	4,362	--	4,362	9,156
Shortfall/Surplus for the year	1,392	--	1,392	(4,794)
Funds c/fwd	<u>5,754</u>	<u>--</u>	<u>5,754</u>	<u>4,362</u>

Note 7 Related Parties

Mr R M Bell

Mr R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices totalled £33,854 for the year (2020: £36,122).

Mr Bell also volunteers for the Charity, providing a CEO function, promoting the charitable activity and working with the Trustees in the management of the activity whilst supporting them in its governance. He is not remunerated for this time (2020: Nil).

St John's Church, Hampton Wick

During the year one of the trustees, Mr G Watkins, was also a member of The Parochial Church Council Of The Ecclesiastical Parish Of St John The Baptist Hampton Wick which donated £3,600 to Room For Work in the year (2020: £3,600). The Church also provided space for the delivery of charitable activities (The Warehouse at St John's Hampton Wick) and office and administrative services free of charge.

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2020: Nil).

ROOM FOR WORK

England & Wales - Charity number 1160957

Accounts

Room For Work Limited (Room For Work)

A Charitable Company, Limited by Guarantee

Trustees' Report and Financial Statements

For the Year Ended 31 July 2020

Company No	9183037
Charity No	1160957

Contents

Trustees' Report	3-4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8-10

The Report of the Trustees for the Year Ended 31 July 2020

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2020, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

Reference and administrative information

Full name of the Charity	Room For Work Limited	Governing Document	Memorandum and Articles of Association dated 12th August 2014
Known name of the Charity	Room For Work	Company Number	9183037
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris	Charity Number	1160957
Company Secretary	Mr R Waddelow CA	Registered Office	50 Broom Park, Teddington, TW11 9RS
Key Management	Mr R M Bell	Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, KT3 5HW
		Bankers	Santander, Bootle, Merseyside, L30 4GB

Structure, Governance and Management

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

Objects of the Charity

The object of the Charity is the relief of unemployment for the public benefit in such ways as it may determine, including assistance to find employment. It achieves this object chiefly by providing the employability course, "Room for Work" free of charge to the unemployed.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

Review of Activities

Room for Work delivered five 12-week courses in the year 2019/20 in the Borough of Richmond upon Thames: three at the Warehouse, St John's Hampton Wick, and two in Richmond Town Centre.

The trustees are delighted to report that the Charity's commission from Wandsworth Borough was ongoing in 2019/20, delivering five Work Match courses in 2019/20, an increase of one course over our previous year.

In February 2020, the charity received an ESF Community Grant (part funded by the European Social Fund with Education and Skills Funding UK). The grant was for delivery of two courses between April 2020 and February 2021. The Community Grant programme enabled Room for Work to accept participants from four additional London Boroughs: Kingston, Merton, Sutton and Croydon. The April - July 2020 course was delivered online.

Therefore, with an additional course in Richmond Town Centre and one more in Wandsworth, we presented ten courses in the year 2019/20, growing the programme by two courses and expanding our remit by four additional boroughs.

Since 24 March 2020, due to Covid-19, all courses were delivered online. Hampton Wick/ESF courses were facilitated and presented by Robin Bell, with support from volunteers and speakers drawn from the local community. Tony Munday was the Course Leader for the Richmond Town

Centre courses. Additional speakers were experienced professionals in their area of expertise; many of them presented on a voluntary basis, some charged a fee. The online delivery format required fewer volunteers than we had used previously, reducing the number to an average of four per course.

The Charity is supported by grants and donations from several funders to deliver these courses free of charge. Participants are asked to donate to the Charity if they are able, but there is no obligation to pay for the course. The Wandsworth courses are commissioned by Work Match. They are free to the user and participants are not asked to donate to the Charity as all costs are covered by the commission.

Highlights and Key Achievements

Financially, 2019/20 was our most successful year. Our annual income was £62,580, an increase of 25% over our previous year.

Key achievements included:

- Delivering five Work Match courses in 2019/20, an increase of one course over our previous year. With an additional course in Richmond Town Centre, we presented ten courses in the year.
- Securing an ESF Community Grant, co-funded by the European Social Fund and the Education and Skills Funding Agency UK. This enabled us to expand our reach to include Kingston, Merton, Sutton and Croydon.
- Increasing our staff by one person: Sharon Shingler, our new Administrative Assistant.
- Adapting to the Covid-19 pandemic by starting online delivery on 24 March (the day after lockdown), finishing three courses on Zoom and continuing online delivery for the remainder of the year.
- Receiving funding from Richmond Parish Lands Charity for course delivery for 2020/21 in Richmond Town Centre.
- Total number of course participants: 168
- 137 course completions
- 49 people reported finding a job or starting in self-employment
- Average participant age 50

The Report of the Trustees for the Year Ended 31 July 2020, continued

Funding

Grants

Room for Work gratefully acknowledges the support of Richmond Parish Lands Charity for funding our Autumn 2019 and Winter 2020 courses in Richmond Town Centre.

Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provides space in kind for course delivery as well as marketing and office service support in kind.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

Expenditure rose as we continued to grow and support the additional ESF activity. Expenditure was 50% higher than in the previous year at £67,397.

The trustees are satisfied that despite the charity recording a small deficit of £4,794 for the year (2018-19; £4,950) retained earnings remain positive at £4,072 and cash remains healthy at £3,105 (2018-19; £17,156).

The trustees note that free reserves of £4,362 equate to circa 1 months of activity cost (2018-19; 2.5 months), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

Future Plans

We are delighted that the Charity has secured the necessary funding to deliver our courses in Hampton Wick, Richmond and in Wandsworth in 2020-21.

The trustees recognise that the growth and development of the Room for Work course will depend upon its being packaged in such a way that other, new teams can be trained to deliver the course without relying upon the current expertise. They will continue to consider how training material and course manuals might be developed in order to facilitate this growth and will seek funding for the project.

Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Covid-19 pandemic could result in a loss of income and impact the ability for the team to deliver courses.	Following the lockdown in March, the team delivered the course online and were commended by a funding partner, Work Match, which commissioned more courses for the remainder of the year. The team is confident that online delivery is effective.
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is reliant upon the generosity of benefactors to provide space and administration service free of charge.	The trustees are in contact with the benefactor on a regular basis and will have forward notice of any likely change in the provision. Alternative arrangements could then be made.
The Charity is reliant upon the expertise and availability of the course founder in order to deliver the courses and promote the charitable activity.	The trustees are aware that the Course Founder, Robin Bell, is working with the Learning Development Manager, Lindsey Waine, on creating a package that will allow the course to be more widely delivered. Plans are in place to train more course leaders.

Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

Approval

This report was approved by the trustees on ^{31st} May 2021 and signed on their behalf by: **G.K.P. WATKINS**



Independent examiner's report to the trustees of Room For Work Limited

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2020.

As the charity trustees of the Charity (and 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 the Company's accounts 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.

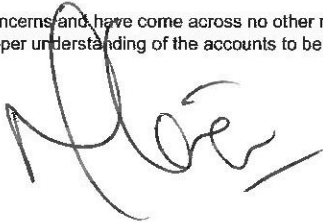
Independent examiner's statement

I have completed by 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 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.

Signed:



Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales)

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

11th May 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2019-20 £	Total Funds 2018-9 £
Income					
Income from:					
Donations and legacies	2.1	11,885	19,357	31,242	24,423
Charitable activities	2.3	31,351	-	31,351	25,517
Interest receivable		10	-	10	13
Total		43,246	19,357	62,603	49,952
Expenditure					
Expenditure on:					
Raising funds		96	-	96	496
Charitable activities	3	47,944	19,357	67,301	44,507
Total		48,040	19,357	67,397	45,003
Net income/(expenditure)		- 4,794	-	- 4,794	4,950
Transfers between funds		-	-	-	-
Other recognised gains/(losses):		-	-	-	-
Net movement in funds		- 4,794	-	- 4,794	4,950
Reconciliation of funds:					
Total funds brought forward		9,156	-	9,156	4,206
Total funds carried forward		4,362	-	4,362	9,156

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 8-10 form part of these accounts

Annual accounts for the year ended 31 July 2020

Balance sheet

		£	£	£	£
Debtors	4	-	1,257	1,257	-
Cash and cash equivalents		3,105	-	3,105	17,156
Total current assets		3,105	1,257	4,362	17,156
Creditors: amounts falling due within one year	5	-	-	-	8,000
Net current assets/(liabilities)		3,105	1,257	4,362	9,156
Total assets less current liabilities		3,105	1,257	4,362	9,156
Creditors: amounts falling due after one year		-	-	-	-
Total net assets or liabilities		3,105	1,257	4,362	9,156
Funds of the Charity					
Unrestricted general funds	6	4,362	-	4,362	9,156
Total funds		4,362	-	4,362	9,156

For the period ended 31 July 2020, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the *5th* May 2021 by: *G. K. P. WATKINS*



Notes to the accounts**Note 1 Basis of preparation****1.1 Basis of accounting**

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Change of accounting policies and estimates

No changes to accounting policies or accounting estimates have been made during the period.

1.4 Funds

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

1.5 Income**Donations and Legacies**

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

Income from Charitable Activities

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

Income from Investments

Interest entitlements on bank accounts are accounted for as they accrue.

1.6 Expenditure

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

1.7 Fixed Assets**Tangible Fixed Assets**

These assets are depreciated on a straight line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

Intangible Fixed Assets

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

1.8 Current Assets**Debtors**

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

1.9 Current Liabilities**Creditors**

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

Room For Work

Company No 9183037

Charity No 1160957

Notes to the accounts continued

Note 2 Income

2.1 Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
Regular Donations	3,600	-	3,600	3,600
Other Donations	8,285	-	8,285	7,723
Grants	-	19,357	19,357	13,100
	11,885	19,357	31,242	24,423

2.2 Analysis of Grants

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
William Grant and Sons		2,000	2,000	
Leathersellers		1,500	1,500	
Richmond Parish Lands Charity	-	8,000	8,000	3,100
London Learning Consortium (ESF)		7,857	7,857	
HFAC Grant	-	0	0	10,000
	-	19,357	19,357	13,100

2.3 Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
LB Wandsworth	31,351	-	31,351	25,017
CABA BCA	0	-	0	500
	31,351	-	31,351	25,517

Note 3 Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
Cost of Raising Funds	96	-	96	496
Charitable Activity	42,975	19,357	62,332	43,729
Administration and Support Costs	4,969	-	4,969	778
	48,040	19,357	67,397	45,003

Note 4 Current Assets

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
Debtor	-	1,257	1,257	-
Bank	3,105	0	3,105	17,156
	3,105	1,257	4,362	17,156

Note 5 Current Liabilities

	Unrestricted Funds	Restricted Funds	Total Funds 2019-20	Total Funds 2018-9
Deferred Income	-	0	0	8,000
Accruals	-	-	-	-
	-	0	0	8,000

Notes to the accounts continued

Note 6 Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019-20 £	Total Funds 2018-9 £
Funds b/fwd	9,156	-	9,156	4,206
(Shortfall)/Surplus for the year	(4,794)	-	(4,794)	4,950
Funds c/fwd	4,362	-	4,362	9,156

Note 7 Related Parties

Mr R M Bell

Mr R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices totalled £36,122 for the year (2019: £32,400).

Mr Bell also volunteers for the Charity, providing a CEO function, promoting the charitable activity and working with the Trustees in the management of the activity whilst supporting them in its governance. He is not remunerated for this time (2019: Nil).

St John's Church, Hampton Wick

During the year one of the trustees, Mr G Watkins, was also a trustee of The Parochial Church Council Of The Ecclesiastical Parish Of St John The Baptist Hampton Wick which donated £3,600 to Room For Work in the year (2019: £3,600). The Church also provided space for the delivery of charitable activities (The Warehouse at St John's Hampton Wick) and office and administrative services free of charge.

Until 31 December 2019 St John's Church was operated through The Mission Community of St John's Hampton Bridge. Mr G Watkins and Mr S Bryan (a trustee of Room for Work until 31 March 2020) were trustees of that charity.

The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2019: Nil).