

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

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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 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 Robin Bell, with the assistance of Frances Soiza. Tony Munday delivered a commissioned course in the Royal Borough of Greenwich as part of the GLaB 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.

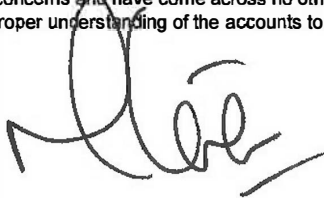
Independent examiner's statement

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: GARETH 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).