

Skills & Training Network Annual Report 2021



SKILLS AND TRAINING NETWORK END OF YEAR IMPACT REPORT FOR THE PERIOD ENDING 31ST OCTOBER 2021

CHARITY INFORMATION

TRUSTEES:

Tasneem Zeenat Pervaiz (Chair & Co-Founder)
 Shakirat Opeyemi Akinleye (Vice-chair)
 Dr Mohamed Elhaythem Abdelatey (Director)
 Dr Mohamed Fatouh (Treasurer)
 Alieh Khazali (Member)
 Maha Galaleldin (Member)
 Gamalat Abdalla (Member)

SECRETARY:

Sue Halawa

CHIEF EXECUTIVE OFFICER (KNOWN AS DIRECTOR):

Sue Halawa

OFFICE MANAGER:

Jessica Hudson

REGISTERED OFFICE(S):

STN operates from the following offices:

- Edmonton Office: Community House, 311 Fore Street, Edmonton, N9 0PZ
- Tottenham Office: 639 High Road, Tottenham, N17 8AA

BANKS: Unity Trust bank and The Cooperative Bank

AUDITORS: TACTS Accountant, 81 Rayleigh Road, London, N13 5QW

COMPANY REGISTRATION NUMBER: 7839780 (England and Wales)

REGISTERED CHARITY NUMBER: 1161029

WEBSITE(S):

www.sntnetwork.org.uk www.thelearningweb.co.uk

CONTACT DETAILS:

07507614843/02088870155
Info@sntnetwork.org.uk

GOVERNING DOCUMENT:

Skills & Training Network is governed by its Memorandum and Articles of Association

SOCIAL MEDIA ACCOUNTS:

twitter.com/SNTnetwork
facebook.com/SkillTrainingNetwork
instagram.com/snt_network

GOVERNING STRUCTURE:

Skills and Training Network (STN) is a charitable company incorporated on 11 November 2011 and registered as a charity in May 2015. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

ORGANISATIONAL STRUCTURE:

The Board of trustees is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds, skills, and expertise relevant to their governance roles and STN's work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects and are accountable to the full committee. The Board meets every two months. The Board of trustees makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

DIRECTORS INDUCTION & TRAINING:

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees. They also attended or are scheduled to attend specialist training on Charity finances. Other members attended seminars on charity legislation and other topics relevant to their governance roles.



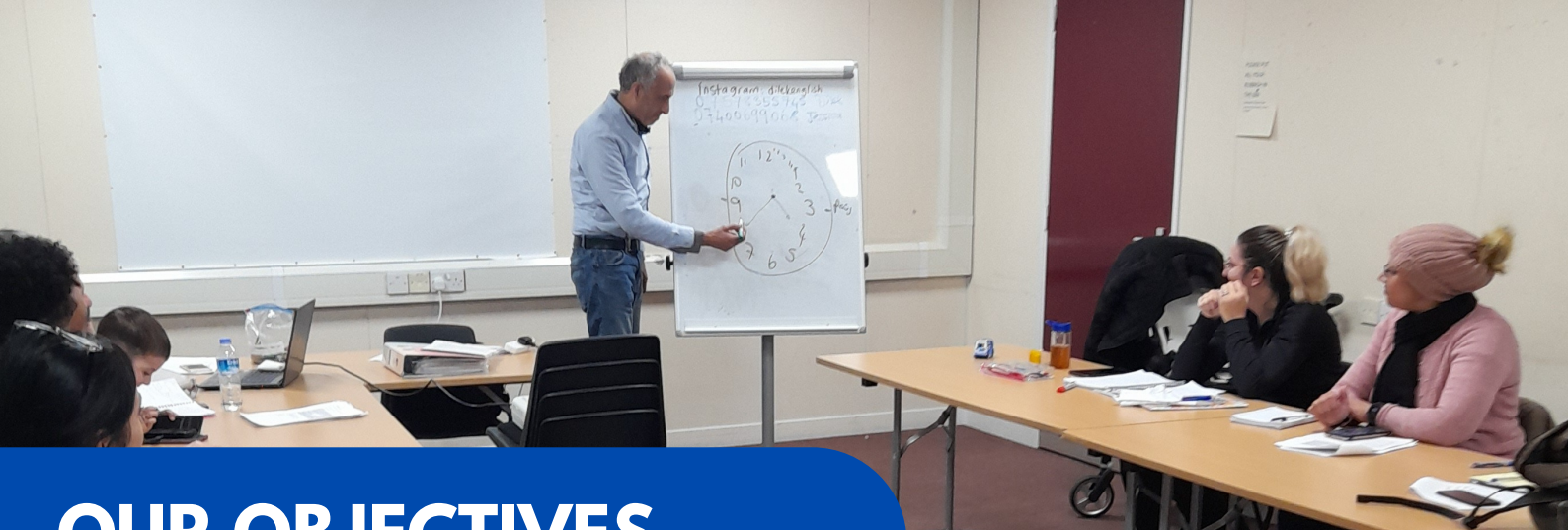
INTRODUCTION

In November 2021 STN celebrated 10th anniversary this year, we delighted and proud of our achievements and the reward that we achieved over decade our mission and vision to support our BAMER women from various ethnic background who are facing complex disadvantages such as inequality, such as poverty, domestic violence.

STN runs successful projects that meet the beneficiaries' needs and these projects and services that we provided received positive feedback and increasing demand on this services and training programs.

All the projects achieved their intended outcomes and provided positive impacts, and increased the demands for the service and training.

Skills & Training Network will still continue providing person centered services and programmes to benefit the local people and the community, as long as the resources permit us.



OUR OBJECTIVES

The purposes of the charity as set out in the Memorandum of Association are as follows.

We aim to act as a resource for individuals through our offering of training, advice & support. Our main objectives are to:

- Develop individuals' skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals
- Advance education
- Relieve unemployment
- Provide activities in the interests of social welfare for people living in benefit who have need by reason of their youth, age, infirmity or disability, poverty, or social and economic circumstances with a view to improving the conditions of life of such persons

SAFEGUARDING & CHILD PROTECTION

STN guarantee that every individual Enrolled on one of our training programs is safe and protected from all forms of harm.

In order to honour this commitment SNT ensures that:

- All our staff are fully trained in safeguarding customers including young people and vulnerable adults and continuously undertake regular and continuous inhouse professional development (CPD) training programmes.
- All visitors and staff from other organisations are appropriately monitored during visits to STN premises
- All employers and work placement providers offer a safe working environment to our clients.

WHO WE ARE

Skills & Training Network is a grassroots intercultural charity that exists to address the needs of hard-to-reach marginalised working aged groups from BAMER (Black, Asian, Minority Ethnic & Refugee) backgrounds, predominately women.

Skills and Training Network is a frontline group who provides a blend of formal and informal education, advice and support, and other services to help people to get sustainable jobs or move closer to the job market or set up their own business or move into further education within a culturally sensitive, confidential, and non-judgemental Framework.

GEOGRAPHICAL AREAS COVERED

We deliver our services and training in four boroughs:

- Enfield
- Haringey
- Islington
- Westminster



TRUSTEES REPORT

10 YEAR ANNIVERSARY



Skills and Training Network 10 years in serving local communities and helping BAMER to eliminate their barriers/challenges, develop their life skills, obtain accredited qualifications/work experience to enable them to become financially sustainable by gaining employment and integrate positively in the local society.

EMPOWERING BAMER WOMEN

We strive to provide various services and training/workshops to give BAMER women essential tools to empower themselves in their pursuit of personal and social change.



TRUSTEES

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 October 2021. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).



A MESSAGE FROM THE C.E.O

I am pleased to report on another successful year for STN, despite the difficulties faced by the continuing Covid-19 pandemic. STN delivered a variety of face to face and online services and training programs which attracted a greater number of beneficiaries. Due to an increased demand, we have started delivering regular advice sessions, helping our beneficiaries with issues like housing, welfare, and domestic violence. We would like to thank our funders who through grants have allowed us to continue providing for the community.

'WE ARE INCREDIBLY PROUD OF THE RELATIONSHIPS WE HAVE BUILT'

We are incredibly proud of the relationships we have built with our beneficiaries, partners, businesses, and the wider community. Our wealth of experience and deep understanding of the community is one of the keys to our continued success.

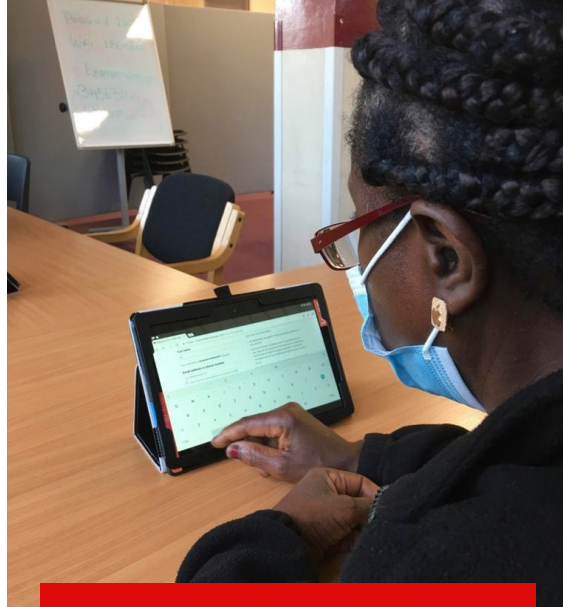


THANKS TO OUR TEAM

I would like to wholeheartedly thank our team for all their hard work, they have been an invaluable support this year. We look forward to the next year with a renewed optimism, and the belief that we can continue to build the organisation to support an even greater number of beneficiaries. Skills & Training Network and its team worked very hard to support the local community and make a greater impact.



FIRST AID



DIGITAL SKILLS



ESOL



CARE



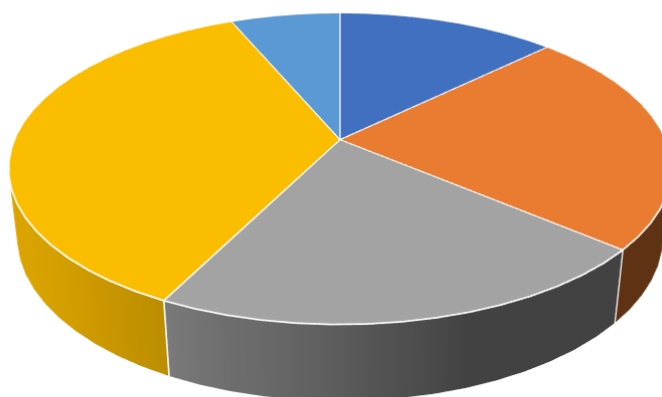
EMPLOYABILITY

COURSES



STATISTICAL HIGHLIGHTS

Service User Progression



- 30%: Employment/Self-employment
- 55%: Further education
- 50%: Accredited qualification
- 85%: Overcame Barriers
- 15%: Volunteering/Work Placements

SERVICE USERS

80% are from a BAMER background
65% are lone parents
81% are long-term unemployed
20% have a disability
20% are 50+
55% have a low level of skills/qualifications

85% are Women
35% are of Turkish/Kurdish origin
30% are of Bangladeshi/Pakistani origin
20% are of Somali/African origin
10% are of Arab origin
5% are of European origin

CLIENT FEEDBACK



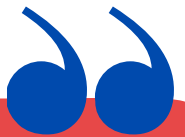
'I am glad that I enrolled on the Childminding course organised by the Skills and Training. I started with little ideas about Childminding and I have now gained so much knowledge on how to support children in their learning and safety. The course has empowered me on how I can become a Childminder and have my own business. Thanks to my teacher, for always been so caring and for teaching me to gained the knowledge. This is really remarkable!'

B.T, Childminding student



'I had a class with teacher and it went well I really liked her class as she explains and I can understand much more and better.'

AB, Online ESOL learner



'My English language has improved a lot. Every lesson I learned new words, developed my speaking and conversation, and I liked the grammar exercise very much.'

AT, ESOL student



"The Computer & Employability courses definitely met my expectations, the classes are excellent, the tutors are very helpful and supportive."

AM, ICT & Employability Skills student



SKILLS & TRAINING NETWORK

Change your life for the better

ACCREDITATIONS

We are accredited by several awarding bodies which means monitoring, and evaluation is embedded in our work to ensure high quality and efficient services. This accreditation helps us to approve the quality assurance of our work and enable us to provide accredited qualifications looked for by employers and satisfy the needs of our beneficiaries. Skills & Training Network will continue seeking more accreditation such as AQS, Ofsted Matrix and others.



City & Guilds



Training
Qualifications UK
Inspire • Achieve •



GATEHOUSE
AWARDS



Highfield



PQASSO
QUALITY MARK
level 1



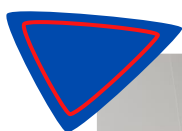
disability
confident
COMMITTED





SERVICES SUPPORT FOR WOMEN

STN is not only an educational training charity,
we are also set up to provide various services.



SUPPORT SERVICES

- Pastoral-emotional support
- Counselling
- Mentoring

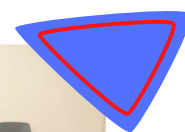
We also help women who suffer from:

- Anxiety
- Low self-esteem
- Loneliness
- Poverty
- Unemployment

Support for marginalised and displaced women

We also provide services to support marginalised
and displaced women with complex needs who
may face:

- Domestic abuse
- Forced marriage
- Social and cultural exclusion
- The inability to communicate their perspective
due to language and other cultural barriers



CASE STUDY

Talia (not her real name) is a Moroccan migrant and young, single mother with three young children. Initially, she joined her husband in the UK five-years ago and she lived in a small council flat with her family. Talia's friend referred her to STN for support with work and housing. Talia was in a destructive marriage, suffering domestic abuse from her husband and her sister-in-law; upon her first meeting with STN, she was crying, suffering trauma, and felt completely helpless. Talia had language barrier difficulties as she spoke little English.

STN was able to communicate effectively with her as we have Arabic and French speaking interpreters and, quickly, we were able to develop a good rapport with Talia, building trust. Talia explained the complications in her private life, disclosing that she's experiencing domestic violence from her husband and his family. Whilst she'd run away from her home with her children for safety, she was unable to find work nor housing from public sector services. We listened to Talia thoroughly, taking notes and identifying the issues and barriers she faced.

On her behalf STN contacted the National Domestic Violence 24-hour helpline, and we managed to secure a safe accommodation in a women's refuge for Talia and her children. We also worked with other organisations such as Solace Charity Services, the Middle Eastern Women and Society Organisation and the Ealing Law Centre as Talia also had problems with her stay in UK. Talia received many follow-up sessions with STN to help her achieve her targets and overcome her barriers.

CONCLUSION & IMPACT

The progress Talia made whilst volunteering at Sue Ryder Care was tremendous in terms of her renewed self-esteem, improved spoken English, improved digital skills, strong interpersonal skills with customers and good teamwork with her colleagues. After two years of our support, Talia managed to get her asylum seekers and indefinite leave to remain in the UK. Talia then joined STN's Child Care Level 2 programme as she wanted to seek paid employment. Following successful completion of the course, Talia also completed short courses such in food safety, and first aid.

She is now working as a dinner lady in a local school on paid-time hours to which suits her childcare responsibilities. It was rewarding for STN and Talia to guide her during her difficult journey and growth of overcoming domestic violence, gain UK status and sustainable employment.



GENERAL ADVICE & SUPPORT SERVICES

We offer the following advice & support services:

- Outreach
- Signposting
- HMRC advice
- Wellbeing programme for Women
- Women's Networking Club
- Domestic Violence support and advocacy
- Housing, welfare, benefits, and debt advice
- Employment rights
- Advocacy
- Lone Parent program
- Domestic violence / Violence Against Women and Girls
- Counselling and psychotherapy
- Legal advice
- Advice and group activities in North London
- English conversation and digital skills Club
- Crèche
- Others

FUNDERS

And a big thank you to our funders.

We remain extremely grateful to our highly committed staff team for their excellent work, and to our amazing team of volunteers. We are sincerely grateful our funders, partners, and corporate volunteers for believing in Skills and Training Network's mission and investing in our work to support our groups.



**The London
Community
Foundation**

**CITY
BRIDGE**

CAF
Charities Aid Foundation



Department
for Work &
Pensions

ROSA

**people's
health
trust**

 school for
social
entrepreneurs

**THE UK FUND FOR
WOMEN AND GIRLS**

GROUNDWORK


Trust for London
Tackling poverty and inequality

 Good Things
Foundation

*Cripplegate
Foundation*

**LONDON
COUNCILS**



PARTNERSHIPS & NETWORKING

The partnerships work enables us to provide wider choices of further training to our learners, creates opportunities for our clients, facilitate cross referrals, sharing resources, identifying volunteering and work placements opportunities.

We have strong relationships other charities and community organisations, as well as recruitment agencies, schools, and employers. We are always open to new partnerships, as long as there are clear and transparent shared objectives to support the local community.

This year we have developed new successful partnerships with organisations and enabled us to offer our beneficiaries specific help, services and training.

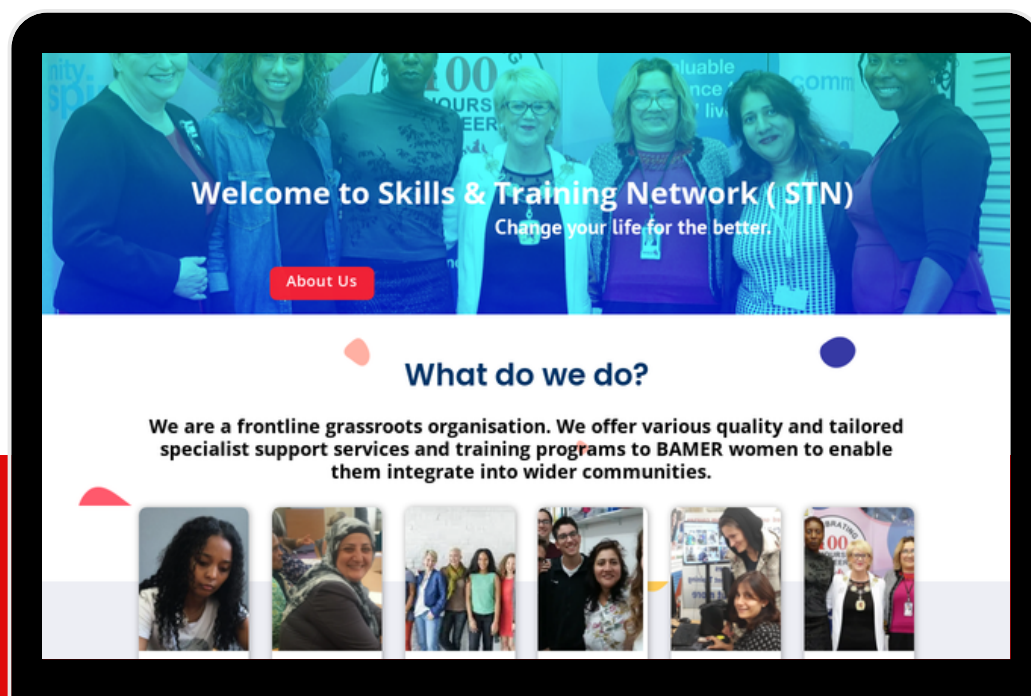
Through the next year onwards we look forward to strengthening these relationships, especially with groups working with disabled service users and the LGBTQ+ community.

WEBSITE & MARKETING

The revamp of our new website is nearly complete, with our Trainee Web Developer helping to ensure accessibility for all no matter the device they are viewing on. We are continually getting feedback from our beneficiaries and staff on improvements that can be made.

We are also working to develop our e-learning platform, The Learning Web, which we are in the process of setting up as a trading subsidiary of the charity.

Our new Social Media & Marketing Assistant has been supporting in keeping our various social media accounts regularly updated and making new connections with beneficiaries and other organisations. We have also designed a new flyer that is being distributed to local libraries, children's centres, and jobcentres, to promote the new training and services we have on offer, now that they are open again, and we are back to delivering the majority of our services face to face.



www.sntnetwork.org.uk

www.thelearningweb.co.uk



OUR VOLUNTEERING PROGRAMME

The feedback we have got from our volunteers has said that they have found the experience highly beneficial, and that it has helped many to go into employment as a result. Volunteering is mutually beneficial for both us as an organisation, and the volunteers themselves, who will receive training, a reference, and experience.

We have grown our pool of volunteers that all come from the local community, have diverse backgrounds, and bring invaluable skills in areas such as accounting, counselling, social media, and mentoring. Examples of success include volunteers moving into sustainable employment after supporting and developing their work experience at STN. For some, volunteering can be a route to employment, or a chance to try something new which may lead to a career change.

I'm grateful to STN for the chance to expand my skills by volunteering as a graphic designer. They are a pleasure to work with and the end results are always satisfying. The designs we have created will help people find the resources that they need."

A.W graphic designer volunteer

We value the contribution of volunteers in many areas of our work, including bi-lingual support work, administration, IT and mentoring. We recruit volunteers from a variety of websites such as:

- Team London
- Doit
- Skills & Training Network website

VOLUNTEERING | Skills & Training Network (STN) (sntnetwork.org.uk)

Meet our team



Sue
C.E.O



Jessica
Office Manager



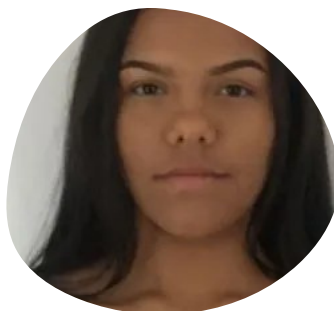
Zahra
Adviser



Shahnaz
Tutor



Dilek
Tutor



Tanika
Administrator

Skills & Training Network team consists of professional and qualified: Advisers; Trainers; Counsellors; Legal advisors; Advocate; Facilitators/trainers/trainees;/Assessors/IQA ; Support team; Office & Project Management; Freelance Auditor; Other professionals

Our staff also speak various community languages: Arabic, Turkish, French, North African languages. Mentors also assist adults with developing English language skills, using computers or studying for the citizenship exam.

SPECIAL THANKS

We would like to take the time to offer special thanks to all the staff, trustees, volunteers and beneficiaries whose support and hard work has helped us to continue providing a high level of training, advice, and support.

We would like to give thanks to all our funders and partner organisations. Our work simply would not be possible without your generosity & support.

We thank Sue, our CEO, for all her hard work in sustaining and achieving good work for the organisation.

We thank our teaching staff who have continued to provide outstanding learning for our beneficiaries, even in these difficult times.

We give thanks to the volunteers who have contributed their time and skills to STN in this past year.

Skills & Training Network

Year Ending 31st October 2021

Registered Charity and Company Limited by Guarantee

Financial Statements

For the period ended

31st October 2021

Company number: 7839780 (England and Wales)

Charity number: 1161029

Skills & Training Network

Year Ending 31st October 2021

Company number: 7839780 (England and Wales)

Charity number: 1161029

General Information

Directors & Trustees:

Tasneem Zeenat Pervaiz

Maha Galaleldin

Basirat Matemí Opakunle

Mohamed Fatouh

Aleih Khazali

Secretary :

Soad Halawa

Registered office:

311 Fore Street

Community House

London

N9 0PZ

Governing document

Skills & Training Network is governed by its Memorandum and Articles of Association

Bankers: Unity Trust bank and The Cooperative Bank

Accountant: TACTS Accountant, 81 Rayleigh Road, London, N13 5QW

Skills & Training Network

Year Ending 31st October 2021

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Skills & Training Network

Year Ending 31st October 2021

Trustees’/ Director’s Report

The trustees are pleased to present their annual report for the year ended 31st October 2020 which are also prepared to meet the requirements for a directors’ report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Small company special provisions

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies’ regime.

Statement of Directors’ and Trustees’ Responsibilities

The Companies Act 2006 requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company. Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. The principles and main duties are the same in all cases. Trustees have, and must accept, ultimate responsibility for directing the affairs of a charity, and ensuring that it is solvent, well-run, and meeting the needs for which it has been set up.

Risk management

The Trustees continue to appraise the management risk facing the organisation. This involves identifying the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying ways of mitigating the risks. As part of this process, the Trustees have reviewed the adequacy of the Centre’s current internal controls. The Trustees are pleased to report that the Centre’s internal financial controls, in particular, conform to guidelines issued by the Charities Commission.

During the COVID-19 Pandemic, Skills & Training Network’s emergency responses were activated which mitigated for associated risks and amend accordingly as this reporting period falls partly within the pandemic period. The organisation resilience was responsive and strong which ensured business resilience and sustainability.

Our volunteers

Skills and Training Network are very involved in the community and rely on voluntary help. 10 volunteers assisted with our on-going activities. We wish to thank our volunteers for their loyal support and contribution.

Skills & Training Network

Year Ending 31st October 2021

Objectives and aims

The charity's objectives are to support and improve the lives of disadvantaged people.

Public Benefit

The Trustees confirm that they have complied with their duty under the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Reserves policy

The Board has assessed the charity's requirements for reserves in the light of the main risks to the organisation. As a result, the Board has approved a policy whereby the unrestricted funds not committed, should be held in reserve and maintained at a level which ensures that Skills and Training Network core activity could continue during a period of unforeseen difficulty. The target reserve amount represents at least 6 months' (26 weeks) expenditure and will be reviewed annually.

Main Charity Objectives

"1) To act as a resource for young and adult people living in London by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

(a) advancing in life and helping young and adult people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;

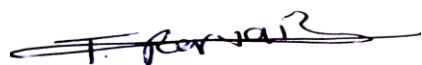
(b) Advancing education;

(c) Relieving unemployment;

(d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

"2) To promote for the benefit of the inhabitants of North London without distinction of sex, sexual orientation, race or of political, religious or other opinions, by associating together the said inhabitants and the local authorities, voluntary and other organisations in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and other leisure time occupations with the objects of improving the conditions of life of the said inhabitants.

Tasneem Pervaiz
Director and Chairperson
18/11/2021



Skills & Training Network

Year Ending 31st October 2021

Independent examiner's report to the trustees of Skills & Training Network

I report on the accounts of the company for the year ended 31st October 2021, which are set out on pages 7 to 12.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of the Association of Chartered Certified Accountants.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention (other than that disclosed below *) to indicate that:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records;
- where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
- any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.



Date: 18/11/2021

Chartered Certified Accountant

TACTS Accountant, 81 Rayleigh Road, Palmers Green, London N13 5QW

Skills & Training Network

Year Ending 31st October 2021

SKILLS AND TRAINING NETWORK STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR END 31ST OCTOBER 2021

	<u>Notes</u>	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> <u>2021</u>	<u>Total</u> <u>Funds</u> <u>2020</u>
<u>INCOMING RESOURCES: -</u>		£	£	£	£
Incoming resources from generated funds					
Services, Contracts & Commissioning		17,768		17,768	18,320
Incoming resources from charitable activities					
Grants to provide charitable activities	(10)	-	121,048	121,048	172,009
Other income					3,690
TOTAL INCOMING RESOURCES		17,768	121,048	138,816	194,019
<u>RESOURCES EXPENDED</u>					
Expenses in raising funds	(11)	-	3,340	3,340	4,024
Charitable Expenses	(11)	-	178,845	178,845	103,643
TOTAL RESOURCES EXPENDED		-	182,185	182,185	107,667
Net Incomings and (outgoings) resources		17,768	(61,137)	(43,369)	86,352
Balances Brought Forward		33,126	117,467	150,593	64,241
Balances Carried Forward		50,894	56,331	107,225	150,593

There were no recognised gains or losses for the above period other than those shown in the statement of financial activities for the above financial year. All incoming resources and resources expended are derived from continuing activities.

(The notes attached form part of these financial statements)

Skills & Training Network

Year Ending 31st October 2021

BALANCE SHEET AS AT 31ST OCTOBER 2021

	Notes	Funds <u>2021</u> £	Funds <u>2020</u> £
Fixed Assets			
Equipment	(9)	-	-
Current Assets:			
Debtor	(6)	6,164	10,000
Cash at Bank and In Hand		109,501	142,999
Current Liability:			
Creditors & Accruals	(7)	8,440	2,406
 Net Assets		107,225	150,593
 As Represented By:			
Unrestricted Fund		50,894	33,126
Restricted Fund	(8)	56,331	117,467
Total Funds		107,225	150,593

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

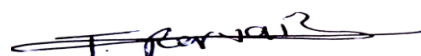
The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

*The accounts were approved by the Directors on **18/11/2021** and signed on their behalf by: -*

Chairperson

(Tasneem Pervaiz)



Secretary

(Soad Halawa)



Skills & Training Network

Year Ending 31st October 2021

Notes to the account.

Accounting Policies

1.1 Accounting convention

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. SNT Network meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Preparation of the accounts on a going concern basis

The Charity trustees are of the view that measures taken subsequent to the year-end to reduce operating costs and successful in applying for continuation funding have secured the immediate future of the Charity for the next 12 to 18 months and that on this basis the charity is a going concern.

1.2 Fund structure

Fund accounting unrestricted funds are available to spend on activities that further any of the purposes of charity particular areas of the charity's work. The charity did not have any designated funds in this financial year.

1.3 Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT as the Charity is exempt from registration for VAT and therefore is reported as part of the expenditure to which it relates.

1.5 Tangible fixed assets and depreciation

Depreciation is provided to write off the cost, of all fixed assets over its expected useful life: -

Equipment	-	33.33% straight line
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Year Ending 31st October 2021

1.6 Cash Flow Statement

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the charity is small.

2. Taxation

Skills & Training Network is a registered charity and is not liable for corporation tax on its income under section 505 of the Income and Corporation Taxes Act 1988 to the extent that it is applied to its charitable activities.

3. Support Cost

Allocation of support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, and governance costs which support the Charity activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 12.

4. Skills & training Network is a registered charity and company limited by guarantee without a share capital.

5. Staff Costs

The total Salary Costs (Including Sessional workers) for the year were £140,781, including Tax and NIC. The number of employees on payroll were 2.

None of the employees received emoluments in excess of £60,000 in the year or the previous year.

Trustees are not remunerated.

6. Debtors

	2021	2020
	£	£
London Councils	2,174	10,000
Groundwork	3,990	-
Total	6,164	10,000

7. Creditors & Accruals

	2021	2020
	£	£
HMRC Tax and NIC	-	406
Other Creditors	8,440	2,000
Total	8,440	2,406

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8. Analysis of Restricted Funds

	Balance at 1st November 2020	Incoming resources	Outgoing resources	Balance at 31st October 2021
	£	£	£	£
Awards For All	-	9,992	622	9,370
Covid -19 Response LCF	50,000	-	50,000	-
School For Social Enterprise	36,882	-	36,882	-
Peoples Health Trust	-	7,612	3,509	4,103
London Fund (City Bridge) Wave 3	23,930	-	23,930	-
The London Community Foundation	-	11,500	-	11,500
Rosa Fund	6,655	7,760	9,540	4,875
Enfield Voluntary Action	-	6,995	5,456	1,539
City of London Wave 5	-	22,335	8,934	13,401
CAF Fund	-	17,910	17,910	-
Groundwork London	-	19,990	19,990	-
Trust For London	-	10,000	5,412	4,588
Good Thing Foundation	-	6,954	-	6,954
	117,467	121,048	182,185	56,331

9. Fixed Assets

	Machinery	Total
At Cost	<u>2,275</u>	<u>2,275</u>
	<u>2,275</u>	<u>2,275</u>
Depreciation		
Brought Forward	2,276	2,276
Charge for the year	-	-
Carried Forward	<u>2,276</u>	<u>2,276</u>
Net Book Value		
At October 2021	<u>-</u>	<u>-</u>
At October 2020	<u>-</u>	<u>-</u>

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10. Grant receivable breakdown

Funder	Purpose	2021 £	2020 £
Awards For All	Advice and Guidance	9,992	10,000
Covid -19 Response LCF	ESOL and Advice & Guidance	-	50,000
School For Social Enterprise	ESOL and Educational Activities	-	36,882
City of London Wave 5	Information and advice	22,335	-
London Fund (City Bridge) Wave 3	Educational and Advocacy	-	29,913
London Com Foundation Wave 2	Organisational Capacity Building	-	15,732
The London Community Foundation	Information and advice	11,500	-
CAF Fund	Employability & Digital Skills	17,910	-
Trust For London	Welfare and Capacity building	10,000	-
Rosa Fund	Advocacy and Domestic Violence	7,760	9,982
London Councils	Employability & Vocational training	-	19,500
Enfield Voluntary Action	Employability, ESOL & Digital	6,995	-
People's Health Trust	Community Activities Engagement	7,612	-
Groundwork London	Vocational, Health and Social care	19,990	-
Good Thing Foundation	Information and advice	6,954	-
		121,048	172,009

11. Charitable Expenses

	<u>Unrestricted</u> <u>Funds</u>	<u>Restricted</u> <u>Funds</u>	<u>Total</u> <u>Funds</u> 2021	<u>Total</u> <u>Funds</u> 2020
	£	£	£	£
Salary and Sessional worker	-	140,781	140,781	41,017
Volunteer	-	4,160	4,160	1,260
Premises and Room Hire	-	12,806	12,806	7,068
Training and Event	-	1,000	1,000	500
Refreshment	-	570	570	435
Accreditation and Subscriptions	-	1,731	1,731	1,637
Learning Materials & E-Learning	-	699	699	711
Equipment	-	4,464	4,464	4,971
Staff travel	-	134	134	158
Printing, Website and Internet	-	6,685	6,685	1,010
Insurance	-	204	204	225
Professional fees	-	2,400	2,400	2,130
Partnership & Collaboration	-	1,883	1,883	36,996
Depreciation	-	-	-	760
General Running Expenses	-	4,667	4,667	4,765
Total resource expended	-	182,185	182,185	103,643

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12. Governance and Support Costs

	Support	Governance	Total
	£	£	£
Premises and Room Hire	12,806	-	12,806
Publicity, Website and Printing	6,685	-	6,685
Professional fees	-	2,400	2,400
Insurance	-	204	204
General Running Expenses	4,667	-	4,667
	<u>24,158</u>	<u>2,604</u>	<u>26,762</u>