

# ABBERTON RURAL TRAINING

England & Wales · Charity number 1169247

## Details

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**Other names** ART

**Status** Registered

**Legal form** CIO

**Registered** 2016-09-19

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

## Contact

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**Address** Old St Andrews Primary School  
Church Road  
Wormingford  
CO6 3AZ

**Phone** 01245 975777

**Email** [info@abbertonruraltraining.org](mailto:info@abbertonruraltraining.org)

**Website** [www.abbertonruraltraining.org](http://www.abbertonruraltraining.org)

## Activities

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**Objects:** 3. OBJECTSTHE OBJECTS OF THE CIO ARE:(A) THE ADVANCEMENT OF EDUCATION, TRAINING OR RETRAINING AND(B) THE RELIEF OF THOSE IN NEED IN PARTICULAR BUT NOT EXCLUSIVELY AMONG UNEMPLOYED PEOPLE IN ESSEX BY PROVIDING THEM WITH WORK EXPERIENCE, VOLUNTEERING OPPORTUNITIES, MENTORING AND RURAL EMPLOYABILITY AND CRAFT SKILLS COURSES, AND BY SUPPORTING THEIR RE-INTEGRATION BACK INTO THE RURAL COMMUNITY.OR BY SUCH OTHER MEANS AS MAY FROM TIME TO TIME BE DETERMINED SUBJECT TO THE PRIOR WRITTEN CONSENT OF THE CHARITY COMMISSIONERS FOR ENGLAND AND WALES.NOTHING IN THIS CONSTITUTION SHALL AUTHORISE AN APPLICATION OF THE PROPERTY OF THE CIO FOR THE PURPOSES WHICH ARE NOT CHARITABLE.

**Activities:** The objects of the CIO are:(a) The advancement of education, training or retraining and(b) The relief of those in need in particular but not exclusively among unemployed people in Essex by providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the Community.

## Classification

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- **How:** Provides Advocacy/advice/information
- **What:** Education/training, Arts/culture/heritage/science, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** People With Disabilities, Other Defined Groups, The General Public/mankind

## Geography

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- **Area of benefit:** LOCAL
- Essex

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£286,541	£268,345	-	-
2024-03-31	£588,385	£680,128	£113,924	19
2023-03-31	£898,563	£775,332	£205,667	19
2022-03-31	£435,159	£426,710	-	-
2021-03-31	£216,971	£225,781	-	-

## Trustees

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Name	Role	Appointed
Anne Brown		2017-01-13
Anthony Philip Josiah Stamp		2023-03-17
Lewis Barber		2022-10-03
Timothy Stephen Frances		2023-03-17

**ABBERTON RURAL TRAINING**

England & Wales - Charity number 1169247

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# Accounts

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Charity number: 1169247

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**ABBERTON RURAL TRAINING**

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**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**

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**ABBERTON RURAL TRAINING**

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**ABBERTON RURAL TRAINING**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Trustees**

Anne Brown, Chair

Anthony Stamp, Trustee

Timothy Frances, Trustee

Cllr Lewis Barber, Trustee

Catherine Turner, Trustee (appointed 1 September 2024, resigned 1 February 2025)

Cllr Dr Martin Parsons, Trustee (appointed 1 January 2025)

**Charity registered number**

1169247

**Principal office**

The Old St Andrews Primary School, Church Road, Wormingford, CO6 3AZ

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## ABBERTON RURAL TRAINING

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2025

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The Trustees present their annual report together with the financial statements of the Charity for the year 1 April 2024 to 31 March 2025.

#### Objectives and activities

##### a. Policies and objectives

The objects of the Charity are:

- The advancement of education, training or retraining, and
- The relief of those in need in particular, but not exclusively among unemployed people in Essex providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the rural community or by such other means as may from time to time be determined subject to the prior written consent of the Charity Commission for England and Wales.

ART is and will remain a not-for-profit organisation focused on helping to develop the skills needed for jobs in the local economy of Essex and surrounding areas. We are "A Place to Grow".

Our vision is: Abberton Rural Training will deliver a participant led programme of quality rural skills training with a particular focus on individual support to those facing social and emotional barriers or disadvantage, improving confidence and holistic wellbeing. Enabling progression to training, further education, employment/self-employment or volunteering whilst protecting and enhancing the environment.

To deliver this vision ART must be sustainable in the long term so that it can continue to deliver training services. In doing this ART will adopt the following aims. ART will:

- Focus on education and through that also deliver benefits in terms of improved employability and wellbeing
- Focus on meeting skills needs in the community
- Provide a route back into training and careers for those who are temporarily excluded from the jobs market
- Support those who are struggling to enter the jobs market for the first time
- Support people who need new skills and strategies to adapt to changes in the jobs market
- Support those with mental health or physical health issues or other barriers

In pursuing this vision, the Charity is committed to making a real difference to the lives of people in Essex and surrounding areas by focussing on helping those who are outside the workforce, education and training to re-engage with training. The aim is to equip trainees with the confidence, skills and qualifications to enable them to progress into employment, self-employment or further education and training. In doing this, the Charity will help employers to secure the motivated, skilled and qualified staff they need to grow their organisations, and in turn to strengthen the local economy.

In addition to the benefits the Charity brings to its participants, the local community and society through the education it offers, the Charity's help and assistance to those in need including mentoring, advocacy and employability, create a social asset and so reduces the long-term costs to the Exchequer.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

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## ABBERTON RURAL TRAINING

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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#### Objectives and activities (continued)

##### b. Strategies for achieving objectives

The Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus is on the development of participants and their educational and social progress and to widen further the access to the education the Charity provides.

Focus will be maintained on six linked enabling areas (organisational structure, premises, staffing, ICT, marketing and financial performance) to achieve and maintain a sustainable business which delivers ART's strategic objectives. This will include:

1. Service:
  - Course portfolio – develop and maintain a portfolio of courses which stays current with both trainee and employer demands, whilst being fundable and aligned with ART's strategic focus on those who are disadvantaged, outside the jobs market or at risk of exclusion from the training and jobs market in the local economy.
2. Enabling:
  - Organisational structure – ART will continue to operate as a charitable organisation (CIO)
  - Staffing – continue to ensure appropriate cover for roles with a senior management team enabling a focus on high quality training delivery supported by a team of core and contract tutors with appropriate relationship management, communication and business development and robust financial control assisted where appropriate by external professionals
  - Premises – Administrative HQ currently at Meadow View, Chelmsford, however we are preparing to relocate our administrative HQ back to our Head Office in Wormingford Colchester, to reduce the cost to the charity of a second office location. This move is planned for mid May 2024. Wormingford is a large site, with capacity for a wide range of courses and the potential to be able to provide additional participant programmes and garden space. Wormingford is our main operational site with satellite partner sites providing additional coverage across the county and further afield as appropriate. The Board and senior management will continue to regularly review the strategy for main premises for ART
  - Marketing – continue to develop and implement a marketing strategy which focuses on keeping ART's profile as a lead provider and resource with potential trainees, delivery partners and funding bodies via engagement and promotion of ART's provision
  - Compliance – ensure that ART remains fully compliant with all appropriate legislation.

##### c. Activities undertaken to achieve objectives

In taking the Charity forward, the Charity will:

- Review the Charity's courses, progress and achievements
- Ensure the range of courses available to its participants is meeting their needs
- Invest in establishing the necessary infrastructure of the Charity
- Co-operate and work with public bodies, other charities, community organisations and partners; and
- Continue to review and develop its methods to ensure wider access to participants from all backgrounds.

Abberton Rural Training (ART) is a CIO charitable trust, which seeks to benefit the public through the pursuit of its stated aims. Its courses are free to participants in order to ensure accessibility for all, and particularly those from difficult backgrounds or in difficult circumstances including homelessness.

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## ABBERTON RURAL TRAINING

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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#### Objectives and activities (continued)

##### d. Main activities undertaken to further the Charity's purposes for the public benefit

The Charity welcomes participants from all backgrounds. The Charity has continued to seek to be all inclusive, particularly to those in isolation seeking to be trained. We continue to ensure our courses are accessible to all. An individual's economic status, health, gender, ethnicity, race, religion or disability does not form part of the Charity's acceptance processes.

The Charity is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The Charity makes reasonable adjustments to meet the needs of staff or participants who are or become disabled.

The Charity is committed to safeguarding and promoting the welfare of its participants and expects all staff and volunteers to share this commitment.

#### Achievements and performance

##### a. Main achievements of the Charity

The Charity has continued to evolve and develop courses, subject to funding availability and demand. Current courses for this year include Horticulture, Land Based Studies, Countryside & Environment, Woodlands, Carpentry, Rural Crafts and Textiles. We have groups to facilitate accessibility for NEETs, SEN, Wounded and Injured Service Personnel (Rustic Recover Programme – RRP), Domestic Abuse victims, Moderate Learning Difficulties and multiple disadvantage groups. 291 participant learning spaces were taken in these ART courses during the period April 24 to March 25 with a total of 9,198 Guided Learning hours provided.

The Charity's work continues work at locations throughout Essex, including Meadow View in Chelmsford, together with Wormingford; Stow Maries Great War Aerodrome; Blackwater Leisure Centre, Maldon; Cressing, Braintree; Avon Road, Chelmsford; Hadleigh Country Park; All Saints, Harwich; Abbeyfields Medical Centre, Colchester; and RRP (Rustic Recovery Programme).

The charity recognises that many participants come from disadvantaged backgrounds, with the help of Fairfield's Farm in Wormingford, Essex the charity was able to provide over 600 hot meals to its participants over the winter months

#### Financial review

##### a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

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## ABBERTON RURAL TRAINING

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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#### b. Reserves policy

The Trustees require a minimum of 3 months core costs within Reserves to be sufficient to enable the charity to meet its next 3 months' direct expenditure.

As at 31 March 2025 this equated to a minimum requirement of £58,601 in Unrestricted Reserves.

The actual unrestricted Reserves as at 31st March 2025 amounted to £53,929.

The Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The Board of Trustees review the charity's Risk Register at each of its bi-monthly meetings. The main strategic risks facing the charity going forward are:

1. Loss of key staff
2. Security of assets
3. Lack of ongoing funding
4. Loss of reputation

Internal financial risks are minimised through the implementation of robust financial control procedures including regular reports to the Board of Trustees.

The later part of this financial year the Charity reduced its staffing costs substantially.

The Charity continues to develop further partnerships and funding opportunities to increase further the number of participants able to participate in its programmes, liaising with other organisations for referrals and partnerships. ART recognises the importance of working with others and will work to ensure it has and maintains clear partnerships in place with:

- Strategic educational partner(s) who can help it to access funding opportunities and/or validate ART's course provision
- Councils, DWP, DfE, Essex Community Foundation (ECF), Active Essex, businesses and other strategic partners who have funding to support training
- Colleges and employers who can offer progression opportunities for those trained by ART
- Local landlords including Eastlight Community Homes, CB Homes, CSH, Phoenix Homes and Peabody.

Going forward we will continue to liaise with local and national government bodies including the Department of Work and Pensions, the Police, the High Sheriff of Essex and Essex County Council Employability and Skills team and other charity organisations, such as Essex Community Fund, to ensure that the Charity's programme and courses remain relevant and up to date with local requirements, particular skills shortage relevant to local employment opportunities.

The Charity continues to develop a network of outreach facilities to provide relevant courses within acceptable distances to meet the demands and needs of the community aligned with the Charity's strategic focus for those who are outside the jobs market or at risk of exclusion from training and the jobs market in the local community.

The Charity anticipates that its future plans will continue to be financed primarily from funding income (generally, on an annual cycle) and therefore the Board of Trustees continue to maintain an appropriate between delivery for the benefit of current participants and ensuring a sound infrastructure and financial base are preserved for future participants.

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## ABBERTON RURAL TRAINING

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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#### Structure, governance and management

##### a. Constitution

Abberton Rural Training is a registered charity, number 1169247, and is constituted under a Trust deed.

##### b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

#### Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 23 September 2025 and signed on their behalf by:



**Anne Brown**  
Chair

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**ABBERTON RURAL TRAINING**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Independent Examiner's Report to the Trustees of Abberton Rural Training ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

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**ABBERTON RURAL TRAINING**

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**INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Independent Examiner's Statement**

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

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ABBERTON RURAL TRAINING

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INDEPENDENT EXAMINER'S REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2025

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This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



Matthew Wells

Dated: 23 September 2025

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Haslers  
Old Station Road  
Loughton  
IG10 4PL

**ABBERTON RURAL TRAINING**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	3	-	3,014	3,014	11,347
Charitable activities	4	269,019	12,245	281,264	574,253
Investments	5	-	2,263	2,263	2,785
<b>Total income</b>		<b>269,019</b>	<b>17,522</b>	<b>286,541</b>	<b>588,385</b>
<b>Expenditure on:</b>					
Raising funds		-	408	408	3,016
Charitable activities	6	197,046	70,891	267,937	677,113
<b>Total expenditure</b>		<b>197,046</b>	<b>71,299</b>	<b>268,345</b>	<b>680,129</b>
<b>Net income/(expenditure)</b>		<b>71,973</b>	<b>(53,777)</b>	<b>18,196</b>	<b>(91,744)</b>
Transfers between funds	14	6,218	(6,218)	-	-
<b>Net movement in funds</b>		<b>78,191</b>	<b>(59,995)</b>	<b>18,196</b>	<b>(91,744)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	113,924	113,924	205,668
Net movement in funds		78,191	(59,995)	18,196	(91,744)
<b>Total funds carried forward</b>		<b>78,191</b>	<b>53,929</b>	<b>132,120</b>	<b>113,924</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 12 to 23 form part of these financial statements.

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**ABBERTON RURAL TRAINING**

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**BALANCE SHEET  
AS AT 31 MARCH 2025**

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	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	11	3,300	5,500
		3,300	5,500
<b>Current assets</b>			
Debtors	12	3,246	5,860
Cash at bank and in hand		131,045	122,384
		134,291	128,244
Creditors: amounts falling due within one year	13	(5,471)	(19,820)
		128,820	108,424
<b>Net current assets</b>		128,820	108,424
<b>Total assets less current liabilities</b>		132,120	113,924
<b>Net assets excluding pension asset</b>		132,120	113,924
<b>Total net assets</b>		132,120	113,924
<b>Charity funds</b>			
Restricted funds	14	78,191	-
Unrestricted funds	14	53,929	113,924
<b>Total funds</b>		132,120	113,924

The financial statements were approved and authorised for issue by the Trustees on 23 September 2025 and signed on their behalf by:



**Anne Brown**  
Chair

The notes on pages 12 to 23 form part of these financial statements.

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## ABBERTON RURAL TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 1. General information

Abberton Rural Training is a Charitable Incorporated Organisation, incorporated in England & Wales.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Abberton Rural Training 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.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

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## ABBERTON RURAL TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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#### 2. Accounting policies (continued)

##### 2.3 Expenditure (continued)

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

##### 2.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

##### 2.5 Debtors

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

##### 2.6 Cash at bank and in hand

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

##### 2.7 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

##### 2.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £
Donations	3,014	3,014

	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Donations	11,347	11,347

4. Income from charitable activities

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Charitable Activities	269,019	12,245	281,264

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Charitable Activities	334,410	239,843	574,253

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Investment Income	2,263	2,263

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**ABBERTON RURAL TRAINING**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**5. Investment income (continued)**

	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Investment income	2,785	2,785

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total 2025 £</b>
Staff Costs	153,257	18,550	<b>171,807</b>
Education and training	17,364	13,152	<b>30,516</b>
Rent and venue hire	1,988	1,474	<b>3,462</b>
Repairs and maintenance	1,291	1,210	<b>2,501</b>
Printing, postage and stationary	1,433	806	<b>2,239</b>
Telephone and internet	3,596	5,412	<b>9,008</b>
Travel and subsistence	4,139	4,070	<b>8,209</b>
Office expenses	4,484	6,873	<b>11,357</b>
Professional fees	9,463	16,140	<b>25,603</b>
Insurance	-	2,661	<b>2,661</b>
Bank charges	31	30	<b>61</b>
Other expenses	-	513	<b>513</b>
	197,046	70,891	<b>267,937</b>

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Staff costs	281,028	124,361	405,389
Education and training	113,243	24,171	137,414
Rent and venue hire	14,417	634	15,051
Repairs and maintenance	720	5,293	6,013
Printing, postage and stationary	1,968	883	2,851
Telephone and internet	4,948	4,324	9,272
Travel and subsistence	17,838	5,597	23,435
Office expenses	15,923	14,602	30,525
Professional fees	10,339	15,036	25,375
Insurance	-	9,931	9,931
Bank charges	31	(112)	(81)
Other expenses	1,703	9,859	11,562
Memberships	-	376	376
	<u>462,158</u>	<u>214,955</u>	<u>677,113</u>

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Total funds 2025 £
Staff costs	171,807	171,807
Education and training	30,516	30,516
Rent and venue hire	3,462	3,462
Repairs and maintenance	2,501	2,501
Printing, postage and stationary	2,239	2,239
Telephone and Internet	9,008	9,008
Travel and subsistence	8,209	8,209
Office expenses	11,357	11,357
Professional fees	25,603	25,603
Insurance	2,661	2,661
Bank charges	61	61
Other expenses	513	513
	<hr/>	<hr/>
	267,937	267,937
	<hr/>	<hr/>

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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7. Analysis of expenditure by activities (continued)

	<i>Activities undertaken directly 2024 £</i>	<i>Total funds 2024 £</i>
Staff costs	405,389	405,389
Education and training	137,414	137,414
Rent and venue hire	15,051	15,051
Repairs and maintenance	6,013	6,013
Printing, postage and stationary	2,851	2,851
Telephone and internet	9,272	9,272
Travel and subsistence	23,434	23,434
Office expenses	30,526	30,526
Professional fees	25,375	25,375
Insurance	9,931	9,931
Bank charges	(81)	(81)
Other expenses	11,562	11,562
Memberships	376	376
	<u>677,113</u>	<u>677,113</u>

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £2,200 plus VAT.

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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9. Staff costs

	2025 £	2024 £
Staff salaries	171,807	405,389
Education salaries	30,516	137,413
	<u>202,323</u>	<u>542,802</u>

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	2024 No.
Employees	<u>10</u>	<u>19</u>

No employee received remuneration amounting to more than £60,000 in either year.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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11. Tangible fixed assets

	Motor vehicles £
<b>Cost or valuation</b>	
At 1 April 2024	5,500
At 31 March 2025	<u>5,500</u>
<b>Depreciation</b>	
Charge for the year	2,200
At 31 March 2025	<u>2,200</u>
<b>Net book value</b>	
At 31 March 2025	<u>3,300</u>
At 31 March 2024	<u>5,500</u>

12. Debtors

	2025 £	2024 £
<b>Due within one year</b>		
Trade debtors	450	5,860
Other debtors	2,796	-
	<u>3,246</u>	<u>5,860</u>

13. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	<u>5,471</u>	<u>19,820</u>

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ABBERTON RURAL TRAINING

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025

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14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
General Funds - all funds	113,924	17,522	(71,299)	(6,218)	53,929
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>					
Restricted Funds - all funds	-	269,019	(197,046)	6,218	78,191
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	<b>113,924</b>	<b>286,541</b>	<b>(268,345)</b>	<b>-</b>	<b>132,120</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**ABBERTON RURAL TRAINING**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**14. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2023 £</i>	<i>Balance at 31 March 2024 £</i>
<b>Unrestricted funds</b>		
General Funds	113,924	113,924

**15. Summary of funds**

**Summary of funds - current year**

	<b>Balance at 1 April 2024 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>	<b>Balance at 31 March 2025 £</b>
General funds	113,924	17,522	(71,299)	(6,218)	53,929
Restricted funds	-	269,019	(197,046)	6,218	78,191
	<b>113,924</b>	<b>286,541</b>	<b>(268,345)</b>	<b>-</b>	<b>132,120</b>

**Summary of funds - prior year**

	<i>Balance at 1 April 2023 £</i>	<i>Balance at 31 March 2024 £</i>
General funds	113,924	113,924

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**ABBERTON RURAL TRAINING**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	5,500	(2,200)	<b>3,300</b>
Debtors due after more than one year	6,219	(6,219)	-
Current assets	78,190	56,101	<b>134,291</b>
Creditors due within one year	(11,718)	6,247	<b>(5,471)</b>
<b>Total</b>	<u>78,191</u>	<u>53,929</u>	<u><b>132,120</b></u>

**Analysis of net assets between funds - prior year**

	<i>Endowment funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	-	5,500	5,500
Current assets	(4,409)	132,653	128,244
Creditors due within one year	4,409	(24,229)	(19,820)
<b>Total</b>	<u>-</u>	<u>113,924</u>	<u><b>113,924</b></u>

**ABBERTON RURAL TRAINING**

England & Wales - Charity number 1169247

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# Accounts

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**ABBERTON RURAL TRAINING**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE PERIOD TO 31 MARCH 2024**

**Charity Registration No. 1169247**

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# ABBERTON RURAL TRAINING

## LEGAL AND ADMINISTRATIVE INFORMATION

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### **Trustees**

Anne Brown (Chair)  
Paul Hinsley (resigned January 2024)  
Tristan Bourne (resigned November 2023)  
Anthony Stamp  
Tim Frances  
Rebecca Chilver (resigned November 2023)  
Lewis Barber (appointed October 2022)

**Charity number** 1169247

### **Registered office**

Abberton Rural Training  
The Old St Andrews Primary School  
Church Road  
Wormingford  
CO6 3AZ

### **Independent examiner**

Celine Hotonnier FMAAT  
London  
NW10 3TJ

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# ABBERTON RURAL TRAINING

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Statement of financial activities	10
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# ABBERTON RURAL TRAINING

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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The Trustees present their report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016).

### Objectives and activities

The objects of the Charity are:

- The advancement of education, training or retraining, and
- The relief of those in need in particular, but not exclusively among unemployed people in Essex providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the rural community or by such other means as may from time to time be determined subject to the prior written consent of the Charity Commission for England and Wales.

ART is and will remain a not-for-profit organisation focused on helping to develop the skills needed for jobs in the local economy of Essex and surrounding areas. We are "A Place to Grow".

Our vision is: Abberton Rural Training will deliver a participant led programme of quality rural skills training with a particular focus on individual support to those facing social and emotional barriers or disadvantage, improving confidence and holistic wellbeing. Enabling progression to training, further education, employment/self-employment or volunteering whilst protecting and enhancing the environment.

To deliver this vision ART must be sustainable in the long term so that it can continue to deliver training services. In doing this ART will adopt the following aims. ART will:

- Focus on education and through that also deliver benefits in terms of improved employability and wellbeing
- Focus on meeting skills needs in the community
- Provide a route back into training and careers for those who are temporarily excluded from the jobs market
- Support those who are struggling to enter the jobs market for the first time
- Support people who need new skills and strategies to adapt to changes in the jobs market
- Support those with mental health or physical health issues or other barriers

In pursuing this vision, the Charity is committed to making a real difference to the lives of people in Essex and surrounding areas by focussing on helping those who are outside the workforce, education and training to re-engage with training. The aim is to equip trainees with the confidence, skills and qualifications to enable them to progress into employment, self-employment or further education and training. In doing this, the Charity will help employers to secure the motivated, skilled and qualified staff they need to grow their organisations, and in turn to strengthen the local economy.

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## ABBERTON RURAL TRAINING

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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In addition to the benefits the Charity brings to its participants, the local community and society through the education it offers, the Charity's help and assistance to those in need including mentoring, advocacy and employability, create a social asset and so reduces the long-term costs to the Exchequer.

The Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus is on the development of participants and their educational and social progress and to widen further the access to the education the Charity provides.

Focus will be maintained on six linked enabling areas (organisational structure, premises, staffing, ICT, marketing and financial performance) to achieve and maintain a sustainable business which delivers ART's strategic objectives. This will include:

- 1) Service:
  - Course portfolio – develop and maintain a portfolio of courses which stays current with both trainee and employer demands, whilst being fundable and aligned with ART's strategic focus on those who are disadvantaged, outside the jobs market or at risk of exclusion from the training and jobs market in the local economy.
  
- 2) Enabling:
  - Organisational structure – ART will continue to operate as a charitable organisation (CIO)
  - Staffing – continue to ensure appropriate cover for roles with a senior management team enabling a focus on high quality training delivery supported by a team of core and contract tutors with appropriate relationship management, communication and business development and robust financial control assisted where appropriate by external professionals
  - Premises – Administrative HQ currently at Chatham Green will move to a new site at Meadow View, Chelmsford from 1<sup>st</sup> May 2023, which will be able to provide additional participant programmes and garden, at a reduced cost to the charity compared with the current premises. Wormingford continues as our main operational site with satellite partner sites providing additional coverage across the county and further afield as appropriate. The Board and senior management will continue to regularly review the strategy for main premises for ART
  - Marketing – continue to develop and implement a marketing strategy which focuses on keeping ART's profile as a lead provider and resource with potential trainees, delivery partners and funding bodies via engagement and promotion of ART's provision
  - Compliance – ensure that ART remains fully compliant with all appropriate legislation.

In taking the Charity forward, the Charity will:

- Review the Charity's courses, progress and achievements
- Ensure the range of courses available to its participants is meeting their needs
- Invest in establishing the necessary infrastructure of the Charity
- Co-operate and work with public bodies, other charities, community organisations and partners; and
- Continue to review and develop its methods to ensure wider access to participants from all backgrounds.

Abberton Rural Training (ART) is a CIO charitable trust, which seeks to benefit the public through the pursuit of its stated aims. Its courses are free to participants in order to ensure accessibility for all, and particularly those from difficult backgrounds or in difficult circumstances including homelessness.

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024**

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The Charity welcomes participants from all backgrounds. The Charity has continued to seek to be all inclusive, particularly to those in isolation seeking to be trained. We continue to ensure our courses are accessible to all. An individual's economic status, health, gender, ethnicity, race, religion or disability does not form part of the Charity's acceptance processes.

The Charity is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The Charity makes reasonable adjustments to meet the needs of staff or participants who are or become disabled.

The Charity is committed to safeguarding and promoting the welfare of its participants and expects all staff and volunteers to share this commitment.

#### **Achievements and performance**

The Charity has continued to evolve and develop courses, subject to funding availability and demand. Current courses for this year include Horticulture, Land Based Studies, Countryside & Environment, Woodlands, Construction, Carpentry, Rural Crafts and Textiles. We have groups to facilitate accessibility for NEETs, SEN, Wounded and Injured Service Personnel (Rustic Recover Programme – RRP), Domestic Abuse victims, Moderate Learning Difficulties and multiple disadvantage groups. 810 participant learning spaces were taken in these ART courses during the period April 23 to March 24 with a total of 26,790 Guided Learning hours provided.

The Charity's work continues work at locations throughout Essex, including our main head office at Meadow View, together with Wormingford; Stow Maries Great War Aerodrome; Blackwater Leisure Centre, Maldon; Kennedy Way, Clacton; Cressing; Hadleigh; Avon Road, Chelmsford; Hadleigh Country Park; All Saints, Harwich; Abbeyfields Medical Centre, and Colchester; RRP (Rustic Recovery Programme).

#### **Financial review**

The Trustees require a minimum of 3 months core costs within Reserves to be sufficient to enable the charity to meet its next 3 months' direct expenditure.

As at 31 March 2024 this equated to a minimum requirement of £89,557 in Unrestricted Reserves.

The actual unrestricted Reserves as at 31<sup>st</sup> March 2024 amounted to £24,367.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The Board of Trustees review the charity's Risk Register at each of its bi-monthly meetings. The main strategic risks facing the charity going forward are:

1. Loss of key staff
2. Security of assets
3. Lack of ongoing funding
4. Loss of reputation

Internal financial risks are minimised through the implementation of robust financial control procedures including regular reports to the Board of Trustees.

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024**

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The Charity continues to develop further partnerships and funding opportunities to increase further the number of participants able to participate in its programmes, liaising with other organisations for referrals and partnerships. ART recognises the importance of working with others and will work to ensure it has and maintains clear partnerships in place with:

- Strategic educational partner(s) who can help it to access funding opportunities and/or validate ART's course provision
- Councils, DWP, DfE, Essex Community Foundation (ECF), Active Essex, businesses and other strategic partners who have funding to support training
- Colleges and employers who can offer progression opportunities for those trained by ART
- Local landlords including Eastlight Community Homes, CB Homes, CSH, Phoenix Homes, Peabody etc.

Going forward we will continue to liaise with local and national government bodies including the Department of Work and Pensions, the Police, the High Sheriff of Essex and Essex County Council Employability and Skills team and other charity organisations, such as Essex Community Fund, to ensure that the Charity's programme and courses remain relevant and up to date with local requirements, particular skills shortage relevant to local employment opportunities.

The Charity continues to develop a network of outreach facilities to provide relevant courses within acceptable distances to meet the demands and needs of the community aligned with the Charity's strategic focus for those who are outside the jobs market or at risk of exclusion from training and the jobs market in the local community.

The Charity anticipates that its future plans will continue to be financed primarily from funding income (generally, on an annual cycle) and therefore the Board of Trustees continue to maintain an appropriate balance between delivery for the benefit of current participants and ensuring a sound infrastructure and financial base are preserved for future participants.

#### **Structure, governance and management**

The Charity operates under a constitution of a Charitable Incorporated Organisation (Association Model), with the date of the constitution (last amended) of 8th September 2016 and was sealed by the Charity Commissioners for England and Wales on 19th September 2016 which included the regulations for appointment of trustees.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Anne Brown (Chair)  
Paul Hinsley (resigned January 2024)  
Tristan Bourne (resigned November 2023)  
Anthony Stamp  
Tim Frances  
Rebecca Chilver (resigned November 2023)  
Lewis Barber (appointed October 2022)

The Board of Trustees are responsible for the overall management and control of the Charity and meet at least six times a year.

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## ABBERTON RURAL TRAINING

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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The Charity's Chief Executive Officer is responsible for co-ordinating the work of the Board of Trustees and any sub-committees as may be required, preparation of papers and management accounts and the review of matters arising.

The Trustees determine the general policy of the Charity. The day to day running of the Charity is delegated to the Chief Executive Officer.

All trustees give their time freely. The trustees receive no remuneration. No trustee expenses were paid in this year.

The Trustees' report was approved by the Board of Trustees.

  
.....  
Trustee

Dated: 24.9.24

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## **ABBERTON RURAL TRAINING**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024**

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The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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**INDEPENDENT EXAMINER'S REPORT  
TO THE TRUSTEES OF ABBERTON RURAL TRAINING  
FOR THE YEAR ENDED 31 MARCH 2024**

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I report to the Trustees on my examination of the financial statements of Abberton Rural Training (the charity) for the year ended 31 March 2024.

**Responsibilities and basis of report**

As the Trustees of the charity, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

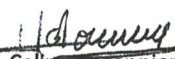
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

  
Celine Notonnier FMMAT  
Donnington Road  
London NW10 3TJ

Dated: 14<sup>TH</sup> OCTOBER 2024

## ABBERTON RURAL TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	Year ended 31 Mar 2024 £	Unrestricted Funds	Restricted Funds	Year ended 31 Mar 2023 £
	Notes	£	£		£	£	£
<b>Income from:</b>							
Donations and Legacies	3	11,347	-	11,347	18,982	-	18,982
Charitable Activities	4	239,843	334,410	574,253	322,743	556,137	878,880
Investments	5	2,785	-	2,785	700	-	700
<b>Total Income</b>		<b>253,975</b>	<b>334,410</b>	<b>588,385</b>	<b>342,425</b>	<b>556,137</b>	<b>898,562</b>
<b>Expenditure on:</b>							
Fundraising Activities	7	-	3,016	3,016	-	-	-
Charitable Activities	6	214,579	462,533	677,112	328,404	446,927	775,331
	8	<b>214,579</b>	<b>465,549</b>	<b>680,128</b>	<b>328,404</b>	<b>446,927</b>	<b>775,331</b>
<b>Net Movement in Funds</b>		<b>39,396</b>	<b>(131,139)</b>	<b>(91,743)</b>	<b>14,021</b>	<b>109,210</b>	<b>123,231</b>
Transfer Between Funds	16	(21,929)	21,929	-	-	-	-
Fund Balances at 1 April 2023		96,457	109,210	205,667	82,436	-	82,436
<b>Fund Balances at 31 March 2024</b>		<b>113,924</b>	<b>-</b>	<b>113,924</b>	<b>96,457</b>	<b>109,210</b>	<b>205,667</b>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

# ABBERTON RURAL TRAINING

## BALANCE SHEET AS AT 31 MARCH 2024

	Notes	Balances at 31 Mar 2024 £	Balances at 31 Mar 2024 £	Balances at 31 Mar 2023 £	Balances at 31 Mar 2023 £
<b>Fixed Assets</b>					
Tangible Assets			5,500		5,500
<b>Current assets</b>					
Debtors	13	5,860		-	
Cash at bank and in hand		122,384		214,966	
		<u>128,244</u>		<u>214,966</u>	
<b>Creditors: amounts falling due within one year</b>	14	(19,820)		(14,799)	
<b>Net current assets</b>			108,424		200,167
<b>Total assets of the charity</b>			<u>113,924</u>		<u>205,667</u>
<b>Income funds</b>					
Restricted funds	15		-		109,210
Unrestricted funds			113,924		96,457
			<u>113,924</u>		<u>205,667</u>

The financial statements were approved by the Trustees on

24<sup>th</sup> September 24



Anne Brown  
Chair of Trustees

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# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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### Charity information

Abberton Rural Training is a Charitable Incorporated Organisation, incorporated in England & Wales.

### 1. Accounting policies

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice, which is referred to in the Regulations, but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds comprise grants and donations, contract income and other income receivable or generated for the objects of the charity without further specified purpose. Unrestricted funds which are not utilised during the year are carried forward as general funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

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# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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### 1. Accounting policies (Continued)

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

#### 1.5 Expenditure

Expenditure is accounted for on an accrual basis. All income and expenditure is allocated to a particular activity where it relates directly to that activity. Support functions (including finance, human resources, facilities management and governance) are apportioned across the activities that the functions support. Overhead costs (including office running costs and consumables, information technology, insurances and affiliation fees) are similarly apportioned. To the extent that activity-related funding agreements allow, support costs are apportioned to activities based on the full-time equivalent number of staff employed within that activity.

#### **Basic financial assets**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors.

A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

#### 1.6 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### 2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

## ABBERTON RURAL TRAINING

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### 3. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2024 £	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2023 £
Donations and Legacies	11,347	-	11,347	18,982	-	18,982
	<u>11,347</u>	<u>-</u>	<u>11,347</u>	<u>18,982</u>	<u>-</u>	<u>18,982</u>

#### 4. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2024 £	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2023 £
Services provided under contract	239,843	334,410	574,253	322,743	556,137	878,880
	<u>239,843</u>	<u>334,410</u>	<u>574,253</u>	<u>322,743</u>	<u>556,137</u>	<u>878,880</u>

#### 5. Investments

	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2024 £	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2023 £
Investments – Interests receivable	2,785	-	2,785	700	-	700
	<u>2,785</u>	<u>-</u>	<u>2,785</u>	<u>700</u>	<u>-</u>	<u>700</u>

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## ABBERTON RURAL TRAINING

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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#### 6. Charitable activities

	Totals at 31 Mar 2024 £	Totals at 31 Mar 2023 £
Staff Costs	405,389	192,144
Education and training	137,413	261,982
Rent and venue hire	15,051	57,301
Repairs and maintenance	6,013	37,247
Printing, postage and stationery	2,851	6,031
Telephony and internet	9,272	1,912
Travel and subsistence	23,434	91,567
Office expenses	30,526	4,244
Professional fees	25,375	-
Insurance	9,931	2,353
Memberships	376	9,685
Bank charges	(81)	216
Share of governance costs	-	6,113
Other expenses	11,562	104,536
	<u>677,112</u>	<u>775,332</u>

The variables between the years ended 31 Mar 2023 and 31 Mar 2024's totals are due to the investment in a new accounting system which can allocate costs more efficiently, allowing for more clarification to Other Expenses and a deeper analysis of cost allocation.

#### 7. Fundraising Activities

	Totals at 31 Mar 2024 £	Totals at 31 Mar 2023 £
Fundraising support	3,016	-
	<u>3,016</u>	<u>-</u>

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## ABBERTON RURAL TRAINING

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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#### 8. Analysis by Funds

	Totals at 31 Mar 2024 £	Totals at 31 Mar 2023 £
Unrestricted Funds	214,579	328,404
Restricted Funds	465,549	446,927
	<u>680,128</u>	<u>775,331</u>

#### 9. Support Costs

	Support Costs £	Governance Costs £	Totals at 31 Mar 2024 £	Support Costs £	Governance Costs £	Totals at 31 Mar 2023 £
Accountancy	-	-	-	1,807	4,306	6,113
Fundraising	3,016	-	3,016	-	-	-
	<u>3,016</u>	<u>-</u>	<u>3,016</u>	<u>1,807</u>	<u>4,306</u>	<u>6,113</u>
Analysed between:						
Charitable Activities	-	-	-	1,807	4,306	6,113
Fundraising Activities	3,016	-	3,016	-	-	-
	<u>3,016</u>	<u>-</u>	<u>3,016</u>	<u>1,807</u>	<u>4,306</u>	<u>6,113</u>

Governance costs include fees payable to the independent examiners of £Nil (at 31 Mar 2023 - £4,306).

#### 10. Trustees

No payments or remuneration from the charity was paid to Trustees (or any persons connected with them) during the year.

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## ABBERTON RURAL TRAINING

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

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#### 11. Employees

##### Number of Employees

The average monthly number of employees during the period was:

	At 31 Mar 2024	At 31 Mar 2023
Average number of employees	19	19

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##### Employment Costs

	At 31 Mar 2024 £	At 31 Mar 2023 £
Staff Salaries	405,389	192,144
Education Salaries	137,413	227,319
	<u>542,802</u>	<u>419,463</u>

#### 12. Financial Instruments

	At 31 Mar 2024 £	At 31 Mar 2023 £
<b>Carrying amount of financial assets</b>		
Debit instruments measured at amortised cost	-	-
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	19,820	14,799
	<u>19,820</u>	<u>14,799</u>

#### 13. Debtors

	At 31 Mar 2024 £	At 31 Mar 2023 £
Trade Debtors	5,860	-
Other Debtors	-	-
	<u>5,860</u>	<u>-</u>

## ABBERTON RURAL TRAINING

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

#### 14. Creditors: amounts falling due within one year:

	At 31 Mar 2024 £	At 31 Mar 2023 £
Creditors	19,820	14,799
	<u>19,820</u>	<u>14,799</u>

#### 15. Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2024 £	Unrestricted Funds £	Restricted Funds £	Totals at 31 Mar 2023 £
Tangible Assets	5,500	-	5,500	5,500	-	5,500
Net Current Assets	108,424	-	108,424	90,957	109,210	200,167
	<u>113,924</u>	<u>-</u>	<u>113,924</u>	<u>96,457</u>	<u>109,210</u>	<u>205,667</u>

#### 16. Analysis of Movement Between Funds

	At 1 Apr 2024 £	Income £	Expenditure £	Transfers £	Totals at 31 Mar 2024 £
Unrestricted Funds	96,457	253,975	(214,579)	(21,929)	113,924
Restricted Funds	109,210	334,410	(465,549)	21,929	-
	<u>205,667</u>	<u>588,385</u>	<u>(680,128)</u>	<u>-</u>	<u>113,924</u>

**ABBERTON RURAL TRAINING**

England & Wales - Charity number 1169247

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# Accounts

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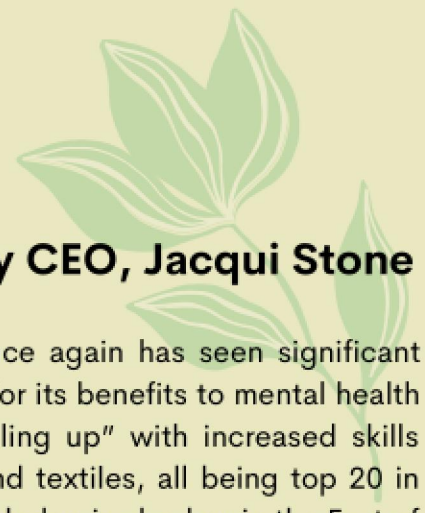
art

RURAL  
TRAINING

## ANNUAL OVERVIEW



2022-2023



## **ART – Improving and saving lives.**

**By CEO, Jacqui Stone**

This academic year has been our biggest ever! This is our 9th year, and once again has seen significant growth in demand, with therapeutic gardening being increasingly recognised for its benefits to mental health and improving confidence and wellbeing, together with the need for “levelling up” with increased skills particularly in our key curriculum areas including construction, horticulture and textiles, all being top 20 in demand industries currently. Countryside & Environment and Green Skills knowledge is also key in the East of England, with farms and land-owners increasingly having to look at improving their Environmental impacts, and ensuring that wildlife areas are maintained with surveys being key to know what wildlife is there!

This demand, together with a huge increase in mental health issues, domestic violence issues, increased suicide risk and lack of access to central services, mean that demand for our services has never been higher.

We have lots of exciting projects that we have been asked to be involved in, and lead, for the following year, which will mean balancing resources and funding over the next year, particularly with central funding that we have previously had for the last 9 years ceasing with ACL Essex stopping sub-contracting due to Department for Education changes and their own pressures. This means that we will increasingly need to be careful to balance our books, yet still aim to provide all the services that our beneficiaries need as they are literally life-saving.

With an increasing number of alerts this year, with 74 reportable safeguarding risks alerted this year, 14 of which have been red issues (life threatening risks), we have been able to help people in the process of suicide, and at high risk of suicide. This has been very challenging for all the team this year – our constant vigilance of picking up little clues including someone giving personal gifts to other students resulting in an alert being raised and stopping an overdose in progress, have been hard for all the staff, which is why we have also introduced our Wellbeing programme this year for all staff, including access to internal and external counselling services and other initiatives to help reduce the stress of our work.

I am, as always, grateful to our wonderful staff team, who work so hard to put our beneficiaries first, no matter what their history or issues, and welcome them without judgement to our sites and courses. It is this respect for all, allowing people to be who they are without having to put on a front or pretend, whilst increasing confidence and self-esteem, be more active, build coping strategies and find new friends and support are key to our success.

We are not completely sure what the next year will bring, but for sure we will be up for the challenge and are so proud of all our students and participants who have achieved so much this year despite multiple barriers and challenges.

We could not do our work without the support of our funders, partners, referral partners, corporate volunteers, trustees, and our course volunteers. Thank you for your support in what we do.

Best wishes, Jacqui

# ART IN STATS 2022/23



## 467 INDIVIDUALS ATTENDING COURSES

- Learning new skills
- Improving Mental Health
- Improving the environment
- Making new friends
- Gaining qualifications



**27.2% PARTICIPANTS INTO  
EMPLOYMENT**

**24806 TOTAL GUIDED LEARNING HOURS**

**4084 DAYS OF LEARNING ATTENDED BY OUR STUDENTS**

## OUR PARTICIPANTS



- 94%** Wellbeing increased
- 94%** Confidence increased
- 81%** Mental health improved
- 20%** reduced GP attendance
- 16%** Reduced medication
- 27%** Used counselling service

- 58%** Male
- 41%** Female
- 1%** Transgender

With our support 1 participant was assisted to join a GP and seek medical attention for the first time in 17 years!

**199** participants have gained qualifications

## ARMED FORCES SUPPORT

- Helping our veterans and service personnel
- Signatories of the armed forces covenant
- Silver Award Employer Recognition Scheme
- Improving mental health and reducing suicide risk

**302 DAYS  
OF TRAINING  
FOR VETERANS AND WOUNDED  
AND INJURED SERVICE  
PERSONNEL ON RECOVERY DUTY**

**SUPPORTING 100% WOUNDED AND  
INJURED SERVICES PERSONNEL IN  
THE PROCESS OF MEDICAL DISCHARGE**



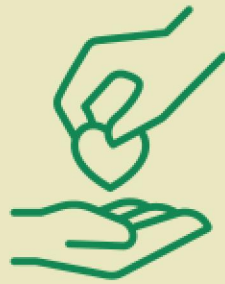
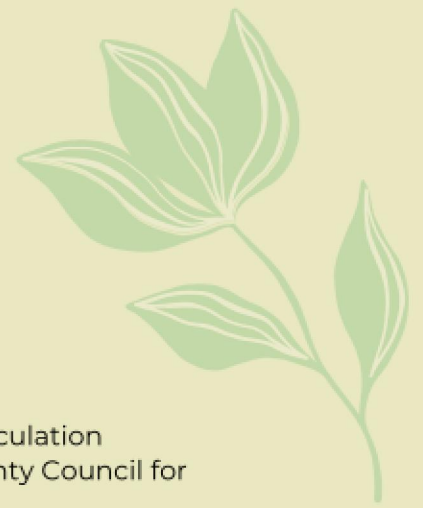
**ARMED FORCES  
COVENANT**

**EMPLOYER  
RECOGNITION  
SCHEME**

**SILVER AWARD 2023**

ASSISTED IN FUNDING BY THE ARMY BENEVOLENT FUND AND THE VETERANS FOUNDATION

# OUR SOCIAL VALUE



£4,989, 130

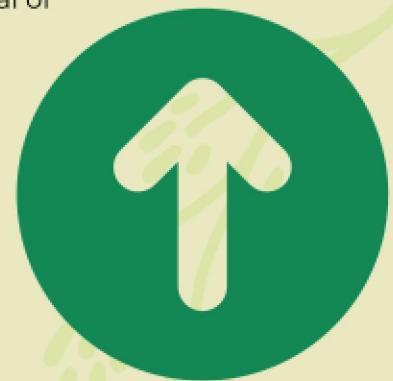
Total Social Value calculation (TOMs) by Essex County Council for 2022/23

## 14 SUICIDES PREVENTED

Based on HM Government own research each suicide costs **£1.6million**. ART has had a direct hand in suicide prevention and intervention, specifically intervening in 14 attempted suicides (red incidents) this year. As well as 32 "amber" incidents and 28 "yellow" incidents for a total of 74 reportable incidents

**23**  
VICTIMS OF DOMESTIC ABUSE OR  
VIOLENCE ASSISTED IN PARTNERSHIP  
WITH NEXT CHAPTER

**+£22.4 MILLION SAVED**



## EMPLOYEES

**27** Employees at the end of the academic year  
**14.03** Full time Equivalent Employees  
**25** Essex Residents employed

**79.5%**  
OF EMPLOYEES HAVE  
A DISABILITY  
OR ARE CARING FOR SOMEONE  
WITH A DISABILITY

**LOCAL PEOPLE HIRED  
OR RETAINED FOR  
1 YEAR OR MORE: 10.51  
130% OF OUR TARGET**

## LEVELLING UP EMPLOYEES

**15**

Staff studying additional qualifications



**3**

jobs created for people with disabilities

**3**

number of employees who were previously NEET

**10** Employees taken on from unemployment

# OUR ORGANISATION



4

locations accessible 24/7 for all registered students

**4 SAFE SPACES  
24/7**

## LOCATIONS

We're dedicated to ensuring vulnerable people always have somewhere to go or someone to go to.



**13** Locations across Essex where we provide education and training to vulnerable individuals

## OUR COURSES

Horticulture  
Construction  
Carpentry  
Textiles  
Life Skills  
Park Maintenance

Community Garden  
Countryside and Environment  
Land Based Studies  
SEND  
Arts and Crafts  
Woodlands

## OUR WORKING SPACES

### NEW SITES THIS YEAR AT

Meadow View, Chelmsford – Horticulture, Community Garden, Arts & Crafts – more to come!  
Abbeyfields, Colchester (NHS) – Horticulture and Community Garden  
All Saints House, Harwich (NHS) – Horticulture and Community Garden  
Great Notley Country Park (ECC) – Park Maintenance  
Hadleigh Country Park (ECC) – Park Maintenance



### EXISTING PROGRAMME SITES

Wormingford, Colchester - Main Site  
Cressing Temple Barns  
Avon Road, Chelmsford  
Kennedy Way Medical Centre, Clacton  
Blackwater Leisure Centre, Maldon  
Stow Maries Great War Aerodrome  
Hadleigh Garden Project  
Personnel Recovery Centre, Colchester  
John Bunyan School, Braintree

**FRONTFOOT** F **LIFE**

## NEW PROJECT SUPPORTING ARMED FORCES

Supporting service leavers and forces families into employment, providing holistic care, including training, mental health support, and debt advice. In collaboration with leading UK employers including Taylor Wimpey, Thales, Colas, Suffolk County Council, etc.

# OUR VOLUNTEERS



## VOLUNTEERING

234 TOTAL VOLUNTEERS

Corporate Volunteers - **158**  
Regular Support Volunteers - **22**  
Trustee Volunteers - **10**  
Event Volunteers - **24**

**6750** hours of support by regular volunteers, including learning support, volunteer drivers, caretakers, and peer to peer mentors

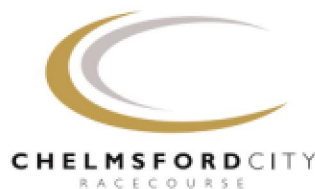
**8049**  
**TOTAL**  
**VOLUNTEER HOURS**

**STAFF PROVIDED**  
**242 HOURS**  
**OF VOLUNTEER WORK**  
**TO OTHER ORGANISATIONS**

## CORPORATE VOLUNTEERING PARTNERS

Essex County Council  
RSM  
Essex University Student Union  
Waterman Aspen  
CHP  
Guy Carpenter  
UK Power Networks

Aegon  
MS Amlin  
Atkins  
Home Partnership  
Chelmsford City Racecourse  
Angel  
Provide





# ENVIRONMENTAL IMPACT



## 5864 TREES PLANTED - 1584 THIS YEAR

### IMPACT

- Capturing carbon
- Preventing flooding
- Reducing town and city temperatures
- Reducing pollution
- Keeping soil nutrient-rich
- Providing habitats for wildlife and birds to thrive

**ONE OF 300 ORGANISATIONS TO RECEIVE ONE OF THE QUEEN'S GREEN CANOPY TREE OF TREES**



## PEAT & PESTICIDE FREE

A move towards peat free compost and growing from cuttings has been a focus this year.

### IMPACT

- Using peat free compost reduces harmful CO2 emissions and is less harmful to the environment
- Growing from cuttings and seeds collected from food waste and across ART's training sites ensures no pesticides are brought on site.



**THANKS TO TAYLOR WIMPY FOR DONATING €12500 OF WOOD FOR OUR CARPENTRY AND CONSTRUCTION COURSES**



## RECYCLED & DONATED MATERIALS

100% of materials used on ART's textile courses are donated or recycled.

### IMPACT:

- Reduced waste to landfill
- Repurposed items provided new and useful products for students on low income
- Items made can be sold to raise essential unrestricted funds for the charity

## HABITATS CREATED



Working closely with Councils, landowners and the AONB we are able to support wider strategic plans to improve biodiversity.

### IMPACT:

- Conservation, protection and enhancement of SSSI and AONB areas
- Attracting more species and growing biodiversity of sites and locations across the County



## RECYCLING, REUSING & REPURPOSING

Course materials can be expensive so dismantling old furniture, collecting wood off cuts and donated pallets help to reduce cost and is better for the environment.

### IMPACT:

- Cutting course material costs by recycling and reusing materials such as wood, furniture and plastic pots.
- Building partnerships with local businesses to take waste materials, reducing their environmental impact too!
- Providing a wide range of materials for students to learn about and experience working with



## 2 TONNES OF LEAF MULCH CREATED



### IMPACT:

- Financial savings for the charity
- Good use of sustainable materials which are natural and safe, used for soil enrichment, weed reduction, pathing and landscaping
- Friendly for insects and wildlife who we share our sites with!



# ENVIRONMENTAL IMPACT



## OVER 3000 PEOPLE NOW GROWING FOOD AT HOME



### IMPACT

- Supporting behaviour change
- Promoting healthy plant-based eating
- Encouraging pollinators to your garden/ window boxes
- Reducing food miles
- Encourage more sustainable lifestyles
- Reduce health inequalities



**46 TONNES  
OF CO2 SAVED**  
**2370 MILES  
OF CAR JOURNEYS SAVED**

## WALKING & CYCLING

Where possible we car share, cycle and walk to work and meetings, we encourage students to do the same, offering free transport, loan bikes while on site, and travel training for those who need support to use public transport.

### IMPACT

- Less carbon emissions from cars on the road
- Reducing health inequalities further by students adopting a more healthy and active lifestyle



## SITE IMPROVEMENTS



Environmental improvements to our training sites included:

- Woodlands with native species assistance and non-native and invasive species control
- Nightingale habitat improvements
- Water quality improvements to help otters and kingfishers (and fish!)
- Water vole habitat improvements
- Compost heaps that are sealed off due to habitation by slow worms and stag beetles
- Wildflower meadow creation
- Acid grassland improvement
- Hedges planted on 2 sites
- Wetlands restored
- Ponds created



## FEILD TO FORK

Currently providing 94 meals per day for vulnerable students who are choosing between heating and eating.

Students learn about healthy eating and how to prepare and cook low cost meals with fresh seasonal produce.



## 1000+ BIRD BOXES & BUG HOTELS BUILT

### IMPACT:

- Attracting more birds and wildlife to the training grounds and surrounding areas
- Improving biodiversity of sites
- Supporting pollinators
- hundreds of "BEE BOMBS" made and distributed



# Case Study 1

Participant Q was referred to us by DWP as he was struggling with alcohol dependence lack of personal care suffering from depression and anxiety. He also struggled with work and a work ethos. He has good handwriting skills and good comprehension of what may be involved in tasks when they have been explained. He also expressed that he used to be good at drawing.

We set participant Q regular check in with a mentor where he can discuss any issues he may have and deal with some of his more negative moments. When participant Q has had a relapse and had a hard session on the booze and feeling negative, we have been providing positive feedback encouraging him to keep going. We have pushed participant Q to be more active role in discussions when it comes to work tasks. We have set him goals on what work he can get done in the day when completing some of the manual tasks. We have looked at some more of participant Q strengths of drawing and encouraged him to draw maps of the areas we have carried out group surveys.

Participant Q has become much more confident within himself and a more positive outlook. He seems to have taken a keener interest of his personal appearance & care. He has started having more days drinking less and shown more interest in enjoying his hobbies again i.e., his drawing. He has actively brought his own research books covering some of the subjects we have covered to get a greater depth of knowledge in wildlife, showing an active interest in developing his skills further and a heightened level of motivation. Has started setting his own goals to see tasks through to the end and taking ownership of projects!

# Case Study 2

C started on just 1 day per week with Mum staying all day. After a few weeks, we suggested it was time for C to be more independent and let student C to learn without close family support. Mum agreed. C continued to progress; becoming more confident in class and interacting well, becoming more engaged and opened up about other hobbies and interests. After 3 months C started attending ART for 2 days independently.

I encouraged C to participate in the group more and ask other students for help or equipment with the result that C engages and chats with more participants. A personal target has been to sit with the main group which C has achieved with some lessons. I encouraged C to do further research at home, on different topics, as it is a method for C to maintain focus during a garden session. C was determined to set their own personal target, with support, to manage their energy levels for longer each day which C has achieved. Lessons have incorporated information and links to grow and achieve the same activities away from ART. A good outcome is that C has taken things they have learnt at ART and practiced them at home. Examples include: ordering their own sweet peas after we grew the seeds and shared seed catalogue information and then C was growing them at home; Random bulb planting in grass; lettuce growing to feed the family tortoise; and buying and planting up a seasonal container with a family member. C's knowledge of horticulture has increased and the discussions at ART about growing have sparked an interest which C wants to continue.

Mum said: "After leaving College and then being deemed unfit to work due to Cs health issues, it seemed he was written off. We felt we had nowhere to turn but knew C needed something to help C socialise, to help C's mental health and a reason to leave the house, which C finds hard. After finally finding the right person in the know, she put us in touch with ART. Which after our first visit felt a good fit for C.

ART is a great lifeline for C and, in turn, helps us as a family. All the staff at ART are so friendly, and knowledgeable. C likes them all very much (as do I). C has benefited greatly from being a part of ART and we are so thankful to have found them."

# Case Study 3

B had worked full time in various jobs since leaving school, but unfortunately poor health left him unemployed. He was very isolated, living alone, with no family members in the area. He was referred by his work coach at the job centre and joined Countryside & Environment.

At first, B was extremely vocal and not happy about attending the course. His confidence and self-esteem was extremely low, his health wasn't great, and it took weeks of continuous attendance before he began to positively chat to other participants. It was made clear to B with weekly check ins, chats and spending time getting to know the person he was that ART is completely unjudgmental and welcomes all who attend.

After several weeks and with consistent attendance, myself, peer encouragement and reassurance of his surroundings, B slowly began to enjoy his day, improving his confidence carrying out various tasks & challenges and participated in group discussions. Due to physical health limitations, I ensured that Barry could rest when he needed to. Barry was nervous of paperwork such as handouts, questions and was very vocal about that also. I sat with Barry giving him the time and reassurance he needed and explained the importance of completing paperwork and that support would be given to him to help increase his interest in what he had to complete to pass the course. Barry soon realised that most participants attending alongside him were also fearful of completing paperwork, so began working within a small group to achieve this. Barry went onto complete a Certificate in UKRS Level 1 in Countryside & Environment.

Since enrolling on that first day, Barry has met 12 other people who he now considers his friends and only ever missing one session due to some work being carried out on his home.

He travels independently by minibus provided by ART to access the course. I have introduced safeguarding and prevention activities as Barry is aware he is vulnerable as he lives on his own and has highlighted that he knows who to speak to if he gets into any type of trouble. He is understanding completely the importance of maintaining exercise to help his breathing and now eats a healthy well-balanced diet.

Joining the course enabled him to change his routine, leave his home, be in the fresh air, meet new people and gain friendships, improving and maintaining his anxieties, physical health, and wellbeing. He has since become a volunteer with ART across 3 different sites within the area he lives and completely embraces the role of supporting the charity and others needing additional help. Barry is due to receive an award in the coming weeks for his dedicated contribution for going the extra mile in his volunteering role.



# Case Study 4

A is a 50 year old male, alcohol dependent suffering with severe anxiety. A lost his Mother in August 2022, and only 8 weeks later had begun a Countryside & Environment course with us. He lived with his Mother for many years, and was her carer. Since her death he has been living in the house alone and had become depressed and very isolated. His health was poor, not eating properly and drinking heavily. The house is larger than he needs and he had taken to living in one room to minimise living expenses. He is single with no children with one sister with a poor relationship.

A was open to a mentor check in from day one. He was very open and honest about his struggles and where he needed support. I was able to sort out Universal Credit for him by informing the referrer who kindly helped him with the forms. This meant that A could afford some good food to eat and to heat the part of the house he was living in.

A also had no mobile phone. He managed to get a basic one and I helped him to navigate the apps and how to make calls, texts and emails. During the time A did not have a good relationship with his sister, he hit a low patch and forgot to take his medication. This resulted in him being very depressed. Both myself and our volunteer minibus driver were able to liaise with A and collect his meds and I was able to speak with him and make sure he was now taking them again. I advocated for him about the property which was jointly owned by himself and his sister. This opened up conversation between them and transparency was created. A has a good relationship with his sister now and is a bit more confident to put in boundaries to protect his interest and well-being. Since then he has continued to thrive.

After the low patch A stopped drinking. He has had the odd drink since but very minimal indeed. He has really progressed. His confidence has grown and he has become a natural mentor for the group. The group he is part of now also attend our Head Office site. This site has felt very therapeutic for A and he is eager to attend not only each weeks session but also make use of the "Safe Place" initiative by using the garden on weekends and on other days too. He also joined, off his own bat, our Monday Arts & Crafts group which he now attends regularly and really enjoys. A is a popular member of the group. He is supportive and non-judgemental. We check in regularly and it is really positive to see the person he is today. He is eating well, and hardly drinking. He is happy in himself and can attend his appointments by himself. Something that would have been impossible 8 months ago as he was crippled by anxiety. A continues to thrive and take more responsibility within the group. He is learning to be self-governing and using boundaries to support his well-being. For the future A has goals of mentorship, health and well-being, gaining leadership skills and continuing to build positive friendships. He is a great support to others and continues to thrive.





Charity Registration No. 1169247

**ABBERTON RURAL TRAINING**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

# ABBERTON RURAL TRAINING

## LEGAL AND ADMINISTRATIVE INFORMATION

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### **Trustees**

Anne Brown (Chair)  
Andrew Grimwade (resigned Mar 2023)  
Anna MacDonald (resigned Mar 2023)  
Paul Hinsley  
Alistair Heron (resigned Mar 2023)  
Tristan Bourne  
Anthony Stamp (appointed Mar 2023)  
Tim Frances (appointed Mar 2023)  
Rebecca Chilver (appointed Mar 2023)

**Charity number** 1169247

### **Registered office**

1 Whitbreads Business Centre  
Whitbreads Farm Lane  
Chatham Green  
Chelmsford  
Essex  
CM3 3FE

### **Independent examiner**

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN

# ABBERTON RURAL TRAINING

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Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 – 18

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# ABBERTON RURAL TRAINING

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 MARCH 2023*

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The Trustees present their report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016).

#### **Objectives and activities**

The objects of the Charity are:

- The advancement of education, training or retraining and
- The relief of those in need in particular but not exclusively among unemployed people in Essex providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the rural community or by such other means as may from time to time be determined subject to the prior written consent of the Charity Commission for England and Wales.

ART is and will remain a not-for-profit organisation focused on helping to develop the skills needed for jobs in the local economy of Essex and surrounding areas. We are "A Place to Grow".

Our vision is: Abberton Rural Training will deliver a participant led programme of quality rural skills training with a particular focus on individual support to those facing social and emotional barriers or disadvantage, improving confidence and holistic wellbeing. Enabling progression to training, further education, employment/self-employment or volunteering whilst protecting and enhancing the environment.

To deliver this vision ART must be sustainable in the long term so that it can continue to deliver training services. In doing this ART will adopt the following aims. ART will:

- Focus on education and through that also deliver benefits in terms of improved employability and wellbeing
- Focus on meeting skills needs in the community
- Provide a route back into training and careers for those who are temporarily excluded from the jobs market
- Support those who are struggling to enter the jobs market for the first time
- Support people who need new skills and strategies to adapt to changes in the jobs market
- Support those with mental health or physical health issues or other barriers
- Promote the opportunities for rewarding careers in rural and local industries including the land, woodlands, conservation, environment, water management sector, construction and crafts.

In pursuing this vision, the Charity is committed to making a real difference to the lives of people in Essex and surrounding areas by focussing on helping those who are outside the workforce, education and training to re-engage with training. The aim is to equip trainees with the confidence, skills and qualifications to enable them to progress into employment, self-employment or further education and training. In doing this, the Charity will help employers to secure the motivated, skilled and qualified staff they need to grow their organisations, and in turn to strengthen the local economy.

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## ABBERTON RURAL TRAINING

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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In addition to the benefits the Charity brings to its participants, the local community and society through the education it offers, the Charity's help and assistance to those in need including mentoring, advocacy and employability create a social asset and so reduces the long term costs to the Exchequer. Our estimated Social Value, as calculated by Essex County Council, gave an estimate of £3.5million (July 2022) plus an estimated £8million in suicide prevention value (HM Government estimate).

The Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus is on the development of participants and their educational and social progress and to widen further the access to the education the Charity provides.

The Strategy, as reviewed in January 2023, sets out our priorities:

- Deliver a programme of relevant land based, skills and construction courses to at least 750 participants p.a. by December 2023 and to be in a position to aim to reach 1000 participants by December 2025.
- Review portfolio of courses to ensure that they remain relevant to the target audience, local authority and government and prospective employers in the light of COVID, Brexit and other issues, new technology and other changes that may occur
- Develop a network of outreach facilities and partnerships to provide relevant courses within acceptable distances of its core markets. In achieving this, the operational focus for ART is to deliver a range of land, conservation, construction and other linked skills courses for trainees of all ages.

Focus will be maintained on six linked enabling areas (organisational structure, premises, staffing, ICT, marketing and financial performance) to achieve and maintain a sustainable business which delivers ART's strategic objectives. This will include:

- 1) Service
  - Course portfolio – develop and maintain a portfolio of courses which stays current with both trainee and employer demands, whilst being fundable and aligned with ART's strategic focus on those who are disadvantaged, outside the jobs market or at risk of exclusion from the training and jobs market in the local economy.
- 2) Enabling:
  - Organisational structure – ART will continue to operate as a charitable organisation (CIO)
  - Staffing – continue to ensure appropriate cover for roles with a senior management team enabling a focus on high quality training delivery supported by a team of core and contract tutors with appropriate relationship management, communication and business development and robust financial control assisted where appropriate by external professionals.
  - Premises – Administrative HQ currently at Chatham Green will move to a new site at Meadow View, Chelmsford from 1<sup>st</sup> May 2023, which will be able to provide additional participant programmes and garden, at a reduced cost to the charity compared with the current premises. Wormingford continues as our main operational site with satellite partner sites providing additional coverage across the county and further afield as appropriate. The Board and senior management will continue to regularly review the strategy for main premises for ART.
  - Marketing – continue to develop and implement a marketing strategy which focuses on keeping ART's profile as a lead provider and resource with potential trainees, delivery partners and funding bodies via engagement and promotion of ART's provision
  - Compliance – ensure that ART remains fully compliant with all appropriate legislation

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023**

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In taking forward the Charity's strategy, the Charity will:

- Review the Charity's courses, progress and achievements;
- Ensure the range of courses available to its participants is meeting their needs;
- Invest in establishing the necessary infrastructure of the Charity;
- Co-operate and work with public bodies, other charities, community organisations and partners; and
- Continue to review and develop its methods to ensure wider access to participants from all backgrounds.

Abberton Rural Training (ART) is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Its courses are free to participants in order to ensure accessibility for all, and particularly those from difficult backgrounds or in difficult circumstances including homelessness.

The Charity welcomes participants from all backgrounds. The Charity has continued to seek to be all inclusive, particularly to those in isolation seeking to be trained. We continue to ensure our courses are accessible to all. An individual's economic status, health, gender, ethnicity, race, religion or disability does not form part of the Charity's acceptance processes.

The Charity is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The Charity makes reasonable adjustments to meet the needs of staff or participants who are or become disabled.

The Charity is committed to safeguarding and promoting the welfare of its participants and expects all staff and volunteers to share this commitment. We have had significant welfare cases this year, including the prevention of suicide, and we consider that our support and interventions have majorly assisted in the avoidance of 16 potential suicides during this financial year with 69 SetSaf reported risk cases. We have worked closely with Essex Adult Social Care to ensure the correct safeguarding procedures have been in place and have been effective.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievements and performance**

The Charity has continued to evolve and develop courses, subject to funding availability and demand. Current courses for this year include Horticulture, Land Based Studies, Countryside & Environment, Woodlands, Construction, Carpentry, Rural Crafts and Textiles. We provide courses for people over 16, with our eldest student this year being 83. We have general adult groups, together with separate groups to facilitate accessibility for NEETs, SEN, Wounded and Injured Service Personnel (Rustic Recover Programme – RRP), Domestic Abuse victims, Moderate Learning Difficulties and multiple disadvantage groups. 417 individual participants took part in these ART courses in the academic year 2022/22 with 3412 learning days completed with a total of 22,492 Guided Learning Hours provided.

We have also been requested to assist as a partner organisation for delivery of "Shortbreaks" programmes for children with disabilities during school holiday periods, which has been successfully completed during this financial year and has developed into a 3 year contract as a delivery partner with "SEND Sensations".

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED)**

#### ***FOR THE YEAR ENDED 31 MARCH 2023***

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We further continued to work with vulnerable and isolated people and families with our Stay at Home, Grow Your Own Project, which has provided packs to a further 1000 households across Essex over the past two years, in partnership with Active Essex giving a total of 2500 households assisted to grow their own produce at home. This project has also seen evaluation results of some 48% claiming reduced medication need due to the project, which was far higher than expected.

We also have completed a large project as Lead Partner, with 4 further partners, with project management provided by Essex County Council as part of the Community Renewal Fund scheme, funded by the Department of Levelling Up, Housing and Communities. This funding provided all partners with a total of £507,000 in initial funding and a further £30,000 for extension funding. The evaluation report was very positive with 168 participants involved through ART programmes for this project with very impressive results.

The Charity's work continues work at locations throughout Essex, including our main head office at Chatham Green, together with Wormingford; Stow Maries Great War Aerodrome; Blackwater Leisure Centre, Maldon; Kennedy Way, Clacton; Cressing; Hadleigh; Avon Road, Chelmsford; Hadleigh Country Park and Great Notley Country Park. We have also recently commenced a new programme at Abbeyfields Medical Centre, Colchester at the request of the NHS Medical Centre, and a further site under funding development currently at All Saints House, in Harwich, which is a further NHS site.

As above, we will be moving our Administrative HQ from Chatham Green to Meadow View, Chelmsford from the 1<sup>st</sup> May 2023, at a reduced cost to the charity compared with the current Chatham Green site, with the additional benefit of a garden and facilities in order to provide further participant programmes at this site.

The Charity has been awarded The Queens Award for Voluntary Service, has been awarded a Queens Green Canopy "Tree of Trees" – one of only 300 organisations to be awarded in the country for our work during the Platinum Jubilee Year. We have also been recognised again by the High Sheriff; Rural Business Awards, winning two National awards for Best Rural Social Enterprise, Charity or Community Project and Triumph Over Adversity Award and awarded Best Rural Life Skills Organisation 2023 – Essex in the Non-profit Organisation Awards 2023.

We have also gained Armed Forces Covenant Employer Recognition Scheme Bronze Award; Disability Confident Level 2, completed our Social Mobility Pledge and are working towards Working Well accreditation.

#### **Financial review**

The Charity's Reserves Policy requires ART's minimum unrestricted funds neither committed nor invested in tangible assets (i.e. the charity's minimum 'Free Core Charitable Funds' or 'Free Reserves') to be sufficient to enable the charity to meet its next three months' direct expenditure on its unrestricted activities and, in addition, its next three months' expenditure on all its support costs, as defined in Note 1.5 to the Financial Statements.

As at 31 March 2023 this equated to a minimum requirement of £ 86,075.18 in Unrestricted Reserves.

This is however the minimum requirement, and the Board had set a target for unrestricted reserves of £120,000 for end of 2023, and rising to £150,000 by the end of March 2024 to ensure adequate protection of courses and provision without interruption.

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023**

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The actual unrestricted Reserves as at 31<sup>st</sup> March 2023 amounted to £96,456.79.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The Board of Trustees review the charity's Risk Register at each of its bi-monthly meetings. The main strategic risks facing the charity going forward are:

1. Loss of key staff
2. Security of assets
3. Lack of ongoing funding
4. Loss of reputation

Internal financial risks are minimised through the implementation of robust financial control procedures including regular reports to the Board of Trustees. Loss of key staff has been a challenge this year due to COVID continuing and long-term illness of two members of staff. Further recruitment of new staff has helped reduce this impact and risk.

The Charity continues to develop further partnerships and funding opportunities to increase further the number of participants able to participate in its programmes, liaising with over 200 different organisations for referrals and partnerships. ART recognises the importance of working with others and will work to ensure it has and maintains clear partnerships in place with:

- One or more strategic educational partner(s) (currently ACL) who can help it to access funding opportunities and/or validate ART's course provision (with a preference for an FE College provider as its core partner). We have also applied for direct Department for Education funding which will be announced in June 2023.
- Councils, DWP, DfE, Essex Community Foundation (ECF), Active Essex, businesses and other strategic partners who have funding to support training
- Colleges and employers who can offer progression opportunities for those trained by ART
- Local landlords including Eastlight Community Homes, CB Homes, CSH, Phoenix Homes, Peabody etc.

Going forward we will continue to liaise with local and national government bodies including the Department of Work and Pensions, the Police and South East Local Enterprise Partnership (SELEP), the High Sheriff of Essex and Essex County Council Employability and Skills team and other charity organisations, such as Essex Community Fund, to ensure that the Charity's programme and courses remain relevant and up to date with local requirements, particular skills shortage relevant to local employment opportunities.

The Charity continues to develop a network of outreach facilities to provide relevant courses within acceptable distances to meet the demands and needs of the community aligned with the Charity's strategic focus for those who are outside the jobs market or at risk of exclusion from training and the jobs market in the local community. The Charity continues to work with Adult Community Learning to help access funding opportunities and/or validate the Charity's course provision.

The Charity anticipates that its future plans will continue to be financed primarily from funding income (generally on an annual cycle) and therefore the Board of Trustees continue to maintain an appropriate balance between delivery for the benefit of current participants and ensuring a sound infrastructure and financial base are preserved for future participants.

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## ABBERTON RURAL TRAINING

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

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The Charity's marketing approach focuses on raising the Charity's profile with potential trainees, delivery partners and funding bodies through engagement and promotion of the work and success of the Charity's work. Our social media profile has increased by 113% this year, in terms of followers, commencing our new Instagram account, and 10,235 page visits and 106009 views. Our main social media channel remains Facebook, with Linked In, Twitter and Instagram also active. We have continued to review and update our website.

#### Structure, governance and management

The Charity operates under a constitution of a Charitable Incorporated Organisation (Association Model), with the date of the constitution (last amended) of 8th September 2016 and was sealed by the Charity Commissioners for England and Wales on 19th September 2016 which included the regulations for appointment of trustees.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Anne Brown (Chair)  
Andrew Grimwade (resigned March 2023)  
Anna MacDonald (resigned March 2023)  
Paul Hinsley  
Alistair Heron (resigned March 2023)  
Tristan Bourne  
Anthony Stamp (appointed Mar 2023)  
Tim Frances (appointed Mar 2023)  
Rebecca Chilver (appointed Mar 2023)

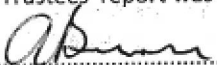
The Board of Trustees are responsible for the overall management and control of the Charity and meet at least six times a year. The work of implementing their policies is carried out by the Chief Executive Officer and reviewed and amended or accepted by the Board of Trustees.

The Charity's Chief Executive Officer is responsible for co-ordinating the work of the Board of Trustees and any sub-committees as may be required, preparation of papers and management accounts and the review of matters arising.

The Trustees determine the general policy of the Charity. The day to day running of the Charity is delegated to the Chief Executive Officer.

All trustees give their time freely. The trustees receive no remuneration. No trustee expenses were paid in this year.

The Trustees' report was approved by the Board of Trustees.

  
.....  
Trustee

Dated: 3.7.23.....

## **ABBERTON RURAL TRAINING**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2023**

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The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ABBERTON RURAL TRAINING**

---

I report to the Trustees on my examination of the financial statements of Abberton Rural Training (the charity) for the year ended 31 March 2023.

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

As the Trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act;  
or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN



Dated: 28<sup>th</sup> June 2023

## ABBERTON RURAL TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2023

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	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
<b>Income from:</b>					
Donations and legacies	3	18,981.76	-	18,981.76	48,574
Charitable activities	4	322,742.79	556,137.52	878,880.31	232,987
Investments	5	700.46	-	700.46	9
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total income</b>		<b>342,425.01</b>	<b>556,137.52</b>	<b>898,562.53</b>	281,570
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Expenditure on:</b>					
Charitable activities	6	328,404.09	446,927.52	775,331.61	253,630
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		14,020.92	109,210.00	123,230.92	27,940
Fund balances at 1 April 2022		82,435.87	0.00	82,435.87	54,496
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 March 2023</b>		<b>96,456.79</b>	<b>109,210.00</b>	<b>205,666.79</b>	<b>82,436</b>
		<hr/>	<hr/>	<hr/>	<hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# ABBERTON RURAL TRAINING

## BALANCE SHEET AS AT 31 MARCH 2023

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	Notes	2023 £	£	2022 £	£
<b>Fixed Assets</b>					
Tangible Assets			5,500		5,500
<b>Current assets</b>					
Debtors	11				
Cash at bank and in hand		214,966		90,986	
		214,966		90,986	
<b>Creditors: amounts falling due within one year</b>	12	(14,799)		(14,050)	
Net current assets			200,167		79,936
<b>Total net assets of the charity</b>			<u>205,667</u>		<u>82,436</u>
<b>Income funds</b>					
Restricted funds	13		109,210		0.00
Unrestricted funds			96,457		82,436
			<u>205,667</u>		<u>82,436</u>

The financial statements were approved by the Trustees on .....



Anne Brown  
Chair of Trustees

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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### 1. Accounting policies

#### Charity information

Abberton Rural Training is a Charitable Incorporated Organisation, incorporated in England & Wales.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling , which is the functional currency of the charity.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds comprise grants and donations, contract income and other income receivable or generated for the objects of the charity without further specified purpose. In ART's case this includes the charity's commissioning grants from Essex County Council, which is applied across all the charity's objects and are fully utilised over the course of the year. Unrestricted funds which are not utilised during the year are carried forward as general funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is accounted for on an accruals basis. All income and expenditure is allocated to a particular activity where it relates directly to that activity. Support functions (including finance, human resources, facilities management and governance) are apportioned across the activities that the functions support. Overhead costs (including office running costs and consumables, information technology, insurances and affiliation fees) are similarly apportioned. To the extent that activity-related funding agreements allow, support costs are apportioned to activities based on the full-time equivalent number of staff employed within that activity.

#### *Basic financial assets*

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

#### 1.6 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted Funds	Restricted funds	Total	Total funds
	2023	2023	2023	2022
	£	£	£	£
Donations and legacies	18,981.76	-	18,981.76	48,574
	=====	=====	=====	=====

**4 Charitable activities**

	Unrestricted Funds	Restricted funds	Total	Total funds
	2023	2023	2023	2022
	£	£	£	£
Services provided under contract	322,742.79	556,137.52	878,880.31	386,576
	=====	=====	=====	=====

**5 Investments**

	Unrestricted funds	Total
	2023	2022
	£	£
Investments – interest receivable	700.46	9
	=====	=====

**6 Charitable activities**

	Education & training 2023	Education & training 2022
	£	£
Staff costs	192,143.93	167,335
Education and training	261,981.75	129,186
Rent and venue hire	57,301.01	42,833
Repairs and maintenance	37,247.47	17,453
Printing, postage and stationary	6,031.08	1,817
Telephony and internet	1,911.55	1,347
Travel and subsistence (now incl. small purchases)	91,567.04	49,564
Office expenses	4,244.00	605
Professional fees (incl. RCCE previous staff costs/fees)	0.00	0
Insurance	2,353.27	95
Memberships	9,685.00	3,886
Bank charges	216.00	96
Share of governance costs	6,113.20	5,141
Other expenses	104,536.31	7,352
	-----	-----
<b>Total</b>	<b>775,331.61</b>	<b>426,710</b>
	-----	-----
<b>Analysis by fund</b>		
Unrestricted funds	328,404.09	253,630
Restricted funds	446,927.52	173,080
	-----	-----
	<b>775,331.61</b>	<b>426,710</b>
	-----	-----

---

**7 Support Costs**

	Support Costs £	Governance costs £	2023 £	Support costs £	Governance costs £	2022 £
Accountancy	1,807	4,306	6,113	835	4,306	5,141
	-----	-----	-----	-----	-----	-----
	1,807	4,306	6,113	835	4,306	5,141
Analysed between Charitable activities	1,807	4,306	6,113	835	4,306	5,141
	-----	-----	-----	-----	-----	-----

Governance costs includes fees payable to the independent examiners of £4,306

**8 Trustees**

No payments or remuneration from the charity was paid to Trustees (or any persons connected with them) during the year.

**9 Employees****Number of employees**

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	19	12
Employment Costs	2023 £	2022 £
Staff cost salaries	192,143.93	167,335
Education salaries	227,319.16	115,607
	-----	-----

**10 Financial Instruments**

Carrying amount of financial assets	2023 £	2022 £
Debt instruments measured at amortised cost	-	-
Carrying amount of financial liabilities Measured at amortised cost	14,799.31	14,050
	-----	-----

**11 Debtors**

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	-	-
Other debtors	-	-
	-----	-----
	-	-

12 Creditors: amounts falling due within one year:	2023	2022
	£	£
Creditors	14,779.31	14,050
	-----	-----
	14,779.31	14,050

13 Analysis of net assets between funds

	Unrestricted Funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
Fund balances at 31 March 2023 are represented by:				
Current assets/(liabilities)	96,457	109,210	205,667	82,436
	-----	-----	-----	-----
	96,457	109,210	205,667	82,436
	-----	-----	-----	-----

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# THANK YOU

BECAUSE WE CAN'T HELP WITHOUT YOUR HELP

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trust



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Department  
for Work &  
Pensions



Essex County Council



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TELEPHONE

01245 975777



WEBSITE

[Abbertonruraltraining.org](http://Abbertonruraltraining.org)

**ABBERTON RURAL TRAINING**

England & Wales - Charity number 1169247

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# Accounts

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# art

RURAL  
TRAINING

## ANNUAL OVERVIEW



2021-2022



The Queen's Award  
for Voluntary Service



# ART's yearly update!

## By CEO, Jacqui Stone

Well, what a year it has been again! Still coping with the ongoing situation with COVID 19, particularly at the beginning of the Academic Year in September 2021, we had to continue to react quickly to a changing world and local economy.

COVID also was changing with its impact – no longer were we required to isolate as much as the year progressed, yet with the lockdowns having left a legacy of increased mental health issues, domestic violence issues, increased suicide risk and disruption with services, particularly impacting some of our most vulnerable and isolated in our communities.

### **ART is improving and saving lives.**

We use education as a positive construct to improve people's lives, particularly using the rural and natural environment. Education gives them a way to be in control of their future, instead of being a patient, victim or client. Our two qualified counsellors and our qualified social worker have been extremely busy this year helping our participants to overcome a wide range of barriers including housing, domestic and family issues and much more, as well as dealing with a wide range of counselling needs with 14 "red" category cases this year alone.

What we do works and it is wonderful to see so many people progress this year. With numbers of individuals being helped rising from 216 in 2020/21 to 417 in 2021/22 we have seen tremendous growth in demand and have worked so hard with partners, local authorities, funders and other partner organisations to increase capacity with all but 3 of our 29 programmes currently being full.

We have also been able to react quickly and effectively to other group demands including a women's only group at our Kennedy Way, Clacton garden in partnership with CVST for ethnic minorities and refugees, helping Muslim and other women access our services without the cultural issue of men being present. We have also been able to help Next Chapter at their Colchester refuge for women who have faced domestic violence – some with horrific tales to tell.

We have been very grateful to be able to get back out on sites this year as well as continuing our distance learning options. We are currently working with a range of partners, funders and employers to help even more in the coming year with exciting partnerships being developed to provide guaranteed jobs in construction, glazing and horticulture for a number of our participants, including Wounded and Injured Service Personnel and Veterans in conjunction with our Rustic Recovery Programme, which we provide in partnership with the Colchester Garrison, Personnel Recovery Centre.

We have also seen a wonderful growth in our volunteer numbers with an amazing 146 individuals having given time to us this year – some just for a volunteer day, others coming in each week to help support some of our most vulnerable participants, some who are unable to read or write and who, without volunteer help would struggle to complete their learning. We have also been able to grow our staff team. They are all amazing and are so dedicated to their work, regularly going the extra mile to help others without judgement.

It is therefore with great pleasure that we are able to share our work with you, and hope that this report gives you an insight into our impacts. The numbers are one thing – I am lucky enough to get to meet so many of our participants around the county each year and am always so impressed by their hard work and dedication to their learning, and also how they support each other. Even though each site and project is so different, they all become part of our ART family and I am so proud of each and every one of them.

Best wishes, Jacqui

# OUR SOCIAL VALUE



£3,516,251

Total Value TOMs calculation by Essex County Council

+£8MILLION



Based on HM Government own research each suicide costs £1.6million. ART has had to directly intervene in 5 attempted suicides this year.

## OUR ORGANISATION

Total number of employees at end of academic year: 22

FTE – 11.8

Total Number of Essex residents employed – 21

Number taken on from unemployed – 7

No of which were NEET – 1

No of jobs created for people with disabilities – 3

Percentage of employees with a disability – 73%

Percentage of employees with a direct family member with a disability – 32%

**91% OF EMPLOYEES IMPACTED BY A DISABILITY**

## 146 TOTAL VOLUNTEERS

Corporate Volunteers – 67

Regular support volunteers – 19

Armed forces support project volunteers - 34

Trustees – 7

Event volunteers – 19

**STAFF PROVIDED  
361 HOURS  
OF VOLUNTEER WORK  
TO OTHER ORGANISATIONS**



66

Meaningful workplacements

3,902 Hours dedicated to supporting unemployed with employability skills

Amount dedicated to supporting Mental Health **£48,319**

**£26,000** Initiatives aimed at reducing crime



5

Helped with housing



## 3884 TREES PLANTED

### IMPACT

- Capturing carbon
- Preventing flooding
- Reducing town and city temperatures
- Reducing pollution
- Keeping soil nutrient-rich
- Providing habitats for wildlife and birds to thrive

## PEAT & PESTICIDE FREE

A move towards peat free compost and growing from cuttings has been a focus this year.

### IMPACT

- Using peat free compost reduces harmful CO2 emissions and is less harmful to the environment
- Growing from cuttings and seeds collected from food waste and across ART's training sites ensures no pesticides are brought on site.



## RECYCLED & DONATED TEXTILES

100% of materials used on ART's textile courses are donated or recycled.

### IMPACT:

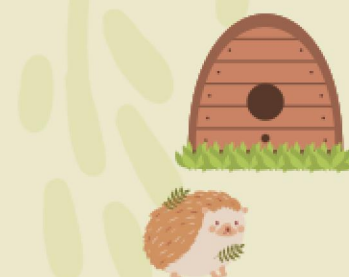
- Reduced waste to landfill
- Repurposed items provided new and useful products for students on low income
- Items made can be sold to raise essential unrestricted funds for the charity

## HABITATS CREATED

Working closely with Councils, landowners and the AONB we are able to support wider strategic plans to improve biodiversity.

### IMPACT:

- Conservation, protection and enhancement of SSSI and AONB areas
- Attracting more species and growing biodiversity of sites and locations across the County



## RECYCLING, REUSING & REPURPOSING

Course materials can be expensive so dismantling old furniture, collecting wood off cuts and donated pallets help to reduce cost and is better for the environment.

### IMPACT:

- Cutting course material costs by recycling and reusing materials such as wood, furniture and plastic pots.
- Building partnerships with local businesses to take waste materials, reducing their environmental impact too!
- Providing a wide range of materials for students to learn about and experience working with

## 2 TONNES OF LEAF MULCH CREATED

### IMPACT:

- Financial savings for the charity
- Good use of sustainable materials which are natural and safe, used for soil enrichment, weed reduction, pathing and landscaping
- Friendly for insects and wildlife who we share our sites with!



# ENVIRONMENTAL IMPACT 2021/22

## 2500 PEOPLE GROWING FOOD AT HOME

### IMPACT

- Supporting behaviour change
- Promoting healthy plant-based eating
- Encouraging pollinators to your garden/ window boxes
- Reducing food miles
- Encourage more sustainable lifestyles
- Reduce health inequalities



## WALKING & CYCLING

Where possible we car share, cycle and walk to work and meetings, we encourage students to do the same, offering free transport, loan bikes while on site, and travel training for those who need support to use public transport.

### IMPACT

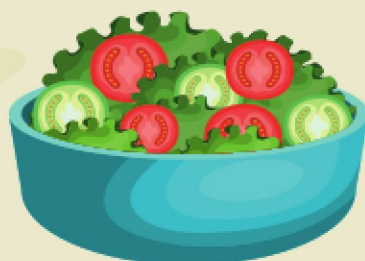
- Less carbon emissions from cars on the road
- Reducing health inequalities further by students adopting a more healthy and active lifestyle

## SITE IMPROVEMENTS



Environmental improvements to our training sites included:

- Woodlands with native species assistance and non-native and invasive species control
- Nightingale habitat improvements
- Water quality improvements to help otters and kingfishers (and fish!)
- Water vole habitat improvements
- Compost heaps that are sealed off due to habitation by slow worms and stag beetles
- Wildflower meadow creation
- Acid grassland improvement
- Hedges planted on 2 sites
- Wetlands restored
- Ponds created



## FIELD TO FORK

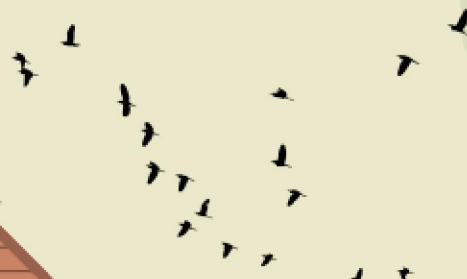
Currently providing 94 meals per day for vulnerable students who are choosing between heating and eating.

Students learn about healthy eating and how to prepare and cook low cost meals with fresh seasonal produce.

## 1000 BIRD BOXES & BUG HOTELS BUILT

### IMPACT:

- Attracting more birds and wildlife to the training grounds and surrounding areas
- Improving biodiversity of sites
- Supporting pollinators



# ART IN STATS 2021/2022



## 417 INDIVIDUALS ATTENDING COURSES

- Improving Mental Health
- Improving their environment and the natural world
- Learning new skills
- Making new friends



## 22492 TOTAL GUIDED LEARNING HOURS

72.5% with a Confirmed disability diagnosis

**15%** OF PARTICIPANTS INTO EMPLOYMENT

**47%** OF PARTICIPANTS INTO FURTHER EDUCATION

## 207 INDIVIDUALS ATTENDING RRP COURSES

- Helping our Veterans and service people
- Signatories of the Armed Forces Covenant
- Improving Mental Health

## 3542 RRP GUIDED LEARNING HOURS

100% wounded and injured service personnel in the process of medical discharge

93% increase in confidence after the course

94% increase in reported wellbeing after the course



**ARMED FORCES COVENANT**

## 3412 DAYS OF LEARNING ATTENDED BY OUR STUDENTS

- Learning new skills together
- Improved confidence of our learners
- Time spent in a secure and safe environment

**34%** OF PARTICIPANTS INTO FURTHER VOLUNTEERING!



# CASE STUDY A

A is in his 50's with children of whom he is very proud and one young grandchild. Although he lives alone, he is keen to maintain contact with his family despite historical difficulties with this.

He was referred via the DWP, having been out of work for a while. A recovering drug addict, attendance was part of his recovery maintenance programme, attempting to replace long periods of self-isolation and withdrawal with meaningful, life-enhancing activities. Serious problems developed in the life of one of his family members and he started using heroin again in his attempt to cope, therefore placing him at risk of dropping out and becoming a serious user again.

A received regular and weekly contact by the course tutor, both when he was in attendance and in the weeks when he failed to attend, together with additional support of the wellbeing mentor who explored his maladaptive coping behaviour and signpost him to more appropriate support, ie. seeking a mental health referral from the GP/rehab. The whole group were supportive and encouraging, especially when he appeared to be withdrawn and obviously troubled.

A decision was made to support this family member, as A was visibly struggling to manage the distressing situation in a healthy way. Therefore, contact was made directly to this relative (A having gained permission for this contact to be made) and the landlord who was threatening eviction was subsequently contacted and details exchanged. With further permission, a full referral was made to the appropriate homelessness officer dealing with adults under 25.

Information was exchanged between A, the family member and the mentor through emails and telephone conversations. The landlord had given an extra period before eviction and follow-up was made with the homelessness section who had not made contact after 4 weeks. No longer critical, further advocacy and support will continue as the situation evolves. A has subsequently managed to attend a full week of attendance at a woodworking level 1 class, which he thoroughly enjoyed and in which he successfully participated. He is now actively seeking voluntary work.

# CASE STUDY C

C was seriously injured in a car accident, which altered his life completely. From being a respected zoo keeper, he was fighting for his life and left with a brain injury, epilepsy and memory loss.

When he started with ART he was homeless, living under a railway arch. We assisted him to liaise with the local housing association, Eastlight, and by managing to obtain medical records and act as an intermediary we were successfully in helping him to become housed. This allowed him to focus more on his studies, however other struggles were to also come up, including needing oil for his heating system, as he was in a rural property, which was £600. He had no spare funds at all and was already struggling to eat and cope financially, which meant that we also assisted with foodbank and community fridge referrals. We were able to liaise further with Eastlight and they kindly agreed to fund him for the oil so that he could cope through the cold winter.

Having completed his qualifications with us, he was able to move into a volunteering role to assist others, and then, with advice and assistance including a referral to Colbea, he was able to start his own gardening business. He has been successfully growing his business with referrals from customers increasing demand, and further referrals have been made for him to get further help from Access to Work to help him reach customers further afield to grow his business further, as his epilepsy means that he cannot regain his driving licence himself. He is now also looking to take on more staff and grow his business further.

# **CASE STUDY B**

B was living at home with his parents and has a diagnosis of Asperger's syndrome: verbally advanced and capable but lacking confidence and ability socially and emotionally.

B was referred by the DWP as step towards volunteering and /or employment. Always polite and helpful, he gradually disclosed about his homelife and the fact that his mother was terminally ill. He was then having to prepare himself for her death and how his life would change. Regular counselling support was given and with a whole-team approach, Ben got through and maintained his attendance and achieved more confidence.

Following the death of his mother, his father's health and mobility which had been managed by his mother, became a problem for him. Eventually, his father was admitted for life-changing surgery and became subsequently chair-bound.

It was noted that his diet and general self-care were slowly deteriorating and concerns for his well-being were rising. A referral, with permission, was made to adult social care. An arrangement was made to meet with him at the learning site and he requested that the mentor also be present. A plan was made for a home visit where both his and his fathers unmet needs could be assessed.

However, this was overtaken by the rapidly deteriorating relationship between B and his father, who was becoming verbally and emotionally abusive. B sought support via text and emails with the mentor at this time and at the point where he was told by his father to leave the home, the social worker was contacted again. She had already referred him to the Peabody Trust and other community links. He was then evicted from the family home, and with the assistance of the CBH team, particularly Heidi, we were able to assist him to gain emergency accommodation, without which he was severely vulnerable due to his issues.

He is now settled in his new accommodation, and has really started to make progress with his confidence and wellbeing – a marked change from the situation he was in, which was high risk. We are now confident that he can continue to grow further with our assistance and gain further independence including gaining part time employment at two different employers! He continues to attend to help manage his wellbeing which he fits around his employment.

# **CASE STUDY D**

D is a middle-aged lady who on her first day was anxious around people she hadn't met before and worried she "wouldn't fit in".

D's confidence was very low, and although she has her own garden, her growing of plants and vegetables had often been a disaster and she was keen to learn "how to grow properly" to enable her to use the plants and vegetables in her cooking. D had also been coping with illness over several years and has researched growing specific foods which would benefit and improve her health & wellbeing.

D's confidence has improved, with her regularly enjoying group discussions on soil, propagation, pests, diseases and successful growing as well as carrying out practical and physical tasks.

Since joining, D has been able to build positive friendships and has become part of the group, regularly commenting on all things growing, as well as cooking cakes from vegetables and bringing them to the course for all to sample. D has recently chosen to apply to ART for the position of a tutor support assistant, as well as continuing Level 2 Horticulture to further her knowledge and skills.



Charity Registration No. 1169247

**ABBERTON RURAL TRAINING**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

# ABBERTON RURAL TRAINING

## LEGAL AND ADMINISTRATIVE INFORMATION

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### **Trustees**

Anne Brown (Chair)  
Andrew Grimwade  
Anna MacDonald  
Tina Morgan (resigned July 2021)  
Paul Hinsley  
Alistair Heron  
Tristan Bourne

**Charity number** 1169247

### **Registered office**

1 Whitbreads Business Centre  
Whitbreads Farm Lane  
Chatham Green  
Chelmsford  
Essex  
CM3 3FE

### **Independent examiner**

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN

# ABBERTON RURAL TRAINING

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# ABBERTON RURAL TRAINING

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 MARCH 2022*

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The Trustees present their report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016).

#### **Objectives and activities**

The objects of the Charity are:

- The advancement of education, training or retraining and
- The relief of those in need in particular but not exclusively among unemployed people in Essex providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the rural community or by such other means as may from time to time be determined subject to the prior written consent of the Charity Commission for England and Wales.

ART is and will remain a not for profit organisation focused on helping to develop the skills needed for jobs in the rural economy of Essex. We are "A Place to Grow".

Our vision is: Abberton Rural Training will deliver a participant led programme of quality rural skills training with a particular focus on individual support to those facing social and emotional barriers or disadvantage, improving confidence and holistic wellbeing. Enabling progression to training, further education, employment/self-employment or volunteering whilst protecting and enhancing the environment.

To deliver this vision ART must be sustainable in the long term so that it can continue to deliver training services. In doing this ART will adopt the following aims. ART will:

- Focus on education and through that also deliver benefits in terms of improved employability and wellbeing
- Focus on meeting skills needs in the rural community
- Provide a route back into training and careers for those who are temporarily excluded from the jobs market
- Support those who are struggling to enter the jobs market for the first time
- Support people who need new skills and strategies to adapt to changes in the jobs market
- Support those with mental health or physical health issues or other barriers
- Promote the opportunities for rewarding careers in rural industries including the land, woodlands, conservation, environment, water management sector, construction and crafts.

In pursuing this vision, the Charity is committed to making a real difference to the lives of people in rural Essex by focussing on helping those who are outside the workforce, education and training to re-engage with training. The aim is to equip trainees with the confidence, skills and qualifications to enable them to progress into employment, self-employment or further education and training. In doing this, the Charity will help employers to secure the motivated, skill ed and qualified staff they need to grow their organisations, and in turn to strengthen the rural economy.

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## ABBERTON RURAL TRAINING

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

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In addition to the benefits the Charity brings to its participants, the local community and society through the education it offers, the Charity's help and assistance to those in need including mentoring, advocacy and rural employability create a social asset and so reduces the long term costs to the Exchequer. Our estimated Social Value, as calculated by Essex County Council, gave an estimate of £3.5million plus an estimated £8million in suicide prevention value (HM Government estimate).

The Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus is on the development of participants and their educational and social progress and to widen further the access to the education the Charity provides.

The Strategy, as reviewed in January 2022, sets out our priorities:

- Deliver a programme of relevant land based, rural skills and construction courses to at least 750 participants p.a. by December 2023 and to be in a position to aim to reach 1000 participants by December 2025.
- Review portfolio of courses to ensure that they remain relevant to the target audience, local authority and government and prospective employers in the light of COVID, Brexit and other issues, new technology and other changes that may occur
- Develop a network of outreach facilities and partnerships to provide relevant courses within acceptable distances of its core markets In achieving this, the operational focus for ART is to deliver a range of rural and construction skills courses for trainees of all ages.

Focus will be maintained on six linked enabling areas (organisational structure, premises, staffing, ICT, marketing and financial performance) to achieve and maintain a sustainable business which delivers ART's strategic objectives. This will include:

- 1) Service
  - Course portfolio – develop and maintain a portfolio of courses which stays current with both trainee and employer demands, whilst being fundable and aligned with ART's strategic focus on those who are disadvantaged, outside the jobs market or at risk of exclusion from the training and jobs market in the rural economy.
- 2) Enabling:
  - Organisational structure – ART will continue to operate as a charitable organisation (CIO)
  - Staffing – continue to ensure appropriate cover for roles with a senior management team enabling a focus on high quality training delivery supported by a team of core and contract tutors with appropriate relationship management, communication and business development and robust financial control assisted where appropriate by external professionals.
  - Premises – main locations will continue at the present time at Chatham Green as Administrative HQ, and Wormingford as an additional main operational site with satellite partner sites providing additional coverage across the county and further afield as appropriate. The Board and senior management will continue to regularly review the strategy for main premises for ART.
  - Marketing – continue to develop and implement a marketing strategy which focuses on keeping ART's profile as a lead provider and resource with potential trainees, delivery partners and funding bodies via engagement and promotion of ART's provision
  - Compliance – ensure that ART remains fully compliant with all appropriate legislation

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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In taking forward the Charity's strategy, the Charity will:

- Review the Charity's courses, progress and achievements;
- Ensure the range of courses available to its participants is meeting their needs;
- Invest in establishing the necessary infrastructure of the Charity;
- Co-operate and work with public bodies, other charities, community organisations and partners; and
- Continue to review and develop its methods to ensure wider access to participants from all backgrounds.

Abberton Rural Training (ART) is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Its courses are free to participants in order to ensure accessibility for all, and particularly those from difficult backgrounds or in difficult circumstances including homelessness.

The Charity welcomes participants from all backgrounds. The Charity has continued to seek to be all inclusive, particularly to those in isolation seeking to be trained on rural skills. We continue to ensure our courses are accessible to all. An individual's economic status, health, gender, ethnicity, race, religion or disability does not form part of the Charity's acceptance processes.

The Charity is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The Charity makes reasonable adjustments to meet the needs of staff or participants who are or become disabled.

The Charity is committed to safeguarding and promoting the welfare of its participants and expects all staff and volunteers to share this commitment. We have had significant welfare cases this year, including the prevention of suicide, and we consider that our support and interventions have majorly assisted in the avoidance of 5 potential suicides during this financial year with 14 red risk cases. We have worked closely with Essex Adult Social Care to ensure the correct safeguarding procedures have been in place and have been effective.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievements and performance**

The Charity has continued to evolve and develop courses, subject to funding availability and demand. Current courses for this year include Horticulture, Land Based Studies, Countryside & Environment, Woodlands, Construction, Carpentry, Rural Crafts and Textiles. We provide courses for people over 16, with our eldest student this year being 83. We have general adult groups, together with separate groups to facilitate accessibility for NEETs, SEN, Wounded and Injured Service Personnel (Rustic Recover Programme – RRP), Domestic Abuse victims, Moderate Learning Difficulties and multiple disadvantage groups. 417 individual participants took part in these ART courses in the academic year 2021/22 with 3412 learning days completed with a total of 22,492 Guided Learning Hours provided.

We further continued to work with vulnerable and isolated people and families with our Stay at Home, Grow Your Own Project, which has provided packs to a further 950 households across Essex this year, in partnership with Active Essex in addition to the 1550 already in use.

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED)** **FOR THE YEAR ENDED 31 MARCH 2022**

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The Charity's work continues work at locations throughout Essex, including our main head office at Chatham Green, together with Woringford; Stow Maries Great War Aerodrome; Blackwater Leisure Centre, Maldon; Kennedy Way, Clacton; Cressing; Hadleigh and a new site at Chelmsford. We will also be working from September at two Country Parks in partnership with Essex County Council – Hadleigh Country Park and Great Notley Country Park.

The Charity has been awarded The Queens Award for Voluntary Service and recognised by the High Sheriff, Rural Business Awards, winning two National awards for Best Rural Social Enterprise, Charity or Community Project and Triumph Over Adversity Award.

#### **Financial review**

The Charity's Reserves Policy requires ART's minimum unrestricted funds neither committed nor invested in tangible assets (i.e. the charity's minimum 'Free Core Charitable Funds' or 'Free Reserves') to be sufficient to enable the charity to meet its next three months' direct expenditure on its unrestricted activities and, in addition, its next three months' expenditure on all its support costs, as defined in Note 1.5 to the Financial Statements.

As at 31 March 2022 this equated to a minimum requirement of £ 60,150 in Reserves.

This is however the minimum requirement, and the Board had set a target for reserves of £70,000 - £75,000 for end of 2022, which we have exceeded, and rising to £100,000 by the end of March 2023 to ensure adequate protection of courses and provision without interruption.

The actual Reserves as at 31<sup>st</sup> March 2022 amounted to £82,435.87.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Board of Trustees review the charity's Risk Register at each of its bi-monthly meetings. The main strategic risks facing the charity going forward are:

1. Loss of key staff
2. Security of assets
3. Lack of ongoing funding
4. Loss of reputation

Internal financial risks are minimised through the implementation of robust financial control procedures including regular reports to the Board of Trustees. Loss of key staff has been a challenge this year due to COVID continuing and long-term illness of two members of staff. Further recruitment of new staff has helped reduce this impact and risk.

The Charity continues to develop further partnerships and funding opportunities to increase further the number of participants able to participate in its programmes, liaising with over 100 different organisations for referrals and partnerships. ART recognises the importance of working with others and will work to ensure it has and maintains clear partnerships in place with:

- One or more strategic educational partner(s) (currently ACL) who can help it to access funding opportunities and/or validate ART's course provision (with a preference for an FE College provider as its core partner)

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED)**

#### ***FOR THE YEAR ENDED 31 MARCH 2022***

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- Councils, DWP, DfE, Essex Community Foundation (ECF), Active Essex, businesses and other strategic partners who have funding to support training
- Colleges and employers who can offer progression opportunities for those trained by ART
- Local landlords including Eastlight Community Homes, CB Homes, CSH, Phoenix Homes, Peabody etc.

Going forward we will continue to liaise with local and national government bodies including the Department of Work and Pensions, the Police and South East Local Enterprise Partnership (SELEP), the High Sheriff of Essex and Essex County Council Employability and Skills team and other charity organisations, such as Essex Community Fund, to ensure that the Charity's programme and courses remain relevant and up to date with local requirements, particular skills shortage relevant to local rural employment opportunities.

The Charity continues to develop a network of outreach facilities to provide relevant courses within acceptable distances to meet the demands and needs of the community aligned with the Charity's strategic focus for those who are outside the jobs market or at risk of exclusion from training and the jobs market in the rural community. The Charity continues to work with Adult Community Learning to help access funding opportunities and/or validate the Charity's course provision.

The Charity anticipates that its future plans will continue to be financed primarily from funding income (generally on an annual cycle) and therefore the Board of Trustees continue to maintain an appropriate balance between delivery for the benefit of current participants and ensuring a sound infrastructure and financial base are preserved for future participants.

The Charity's marketing approach focuses on raising the Charity's profile with potential trainees, delivery partners and funding bodies through engagement and promotion of the work and success of the Charity's work. Our social media profile has increased further this year, with over 109,058 a rise of 457% from 2020/21. We have released over 40 videos on You Tube, as well as continually reviewing and upgrading our website.

#### **Structure, governance and management**

The Charity operates under a constitution of a Charitable Incorporated Organisation (Association Model), with the date of the constitution (last amended) of 8th September 2016 and was sealed by the Charity Commissioners for England and Wales on 19th September 2016 which included the regulations for appointment of trustees.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Anne Brown (Chair)  
Andrew Grimwade  
Anna MacDonald  
Tina Morgan (resigned July 2021)  
Paul Hinsley  
Alistair Heron  
Tristan Bourne

The Board of Trustees are responsible for the overall management and control of the Charity and meet at least

six times a year. The work of implementing their policies is carried out by the Chief Executive Officer and reviewed and amended or accepted by the Board of Trustees.

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## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022**

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The Charity's Chief Executive Officer is responsible for co-ordinating the work of the Board of Trustees and any sub-committees as may be required, preparation of papers and management accounts and the review of matters arising.

The Trustees determine the general policy of the Charity. The day to day running of the Charity is delegated to the Chief Executive Officer.

All trustees give their time freely. The trustees receive no remuneration. No trustee expenses were paid in this year.

The Trustees' report was approved by the Board of Trustees.



.....  
Trustee

Dated: ...8<sup>th</sup> July 2022

## **ABBERTON RURAL TRAINING**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2022**

---

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ABBERTON RURAL TRAINING**

---

I report to the Trustees on my examination of the financial statements of Abberton Rural Training (the charity) for the year ended 31 March 2022.

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

As the Trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### **Independent examiner's statement**

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act;  
or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN



Dated: 8<sup>th</sup> July 2022

## ABBERTON RURAL TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2022

---

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £
<b>Income from:</b>					
Donations and legacies	3	48,573.70	-	48,573.70	10,163
Charitable activities	4	232,986.67	153,589.32	386,575.99	152,465
Investments	5	9.63	-	9.63	38
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total income</b>		<b>281,570.00</b>	<b>153,589.32</b>	<b>435,159.32</b>	162,666
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Expenditure on:</b>					
Charitable activities	6	253,629.87	173,080.14	426,710.01	190,967
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		27,940.13	(19,490.82)	8,449.31	(28,301)
Fund balances at 1 April 2021		54,495.74	19,490.82	73,986.56	82,797
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Fund balances at 31 March 2022</b>		<b>82,435.87</b>	<b>0.00</b>	<b>82,435.87</b>	<b>54,496</b>
		<hr/>	<hr/>	<hr/>	<hr/>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# ABBERTON RURAL TRAINING

## BALANCE SHEET AS AT 31 MARCH 2022

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	Notes	2022 £	£	2021 £	£
<b>Fixed Assets</b>					
Tangible Assets			5,500		5,500
<b>Current assets</b>					
Debtors	11				
Cash at bank and in hand		90,986		79,674	
		90,986		79,674	
<b>Creditors: amounts falling due within one year</b>	12	(14,050)		(11,187)	
Net current assets			79,936		68,487
<b>Total net assets of the charity</b>			<u>82,436</u>		<u>73,987</u>
<b>Income funds</b>					
Restricted funds	13		0.00		19,490
Unrestricted funds			82,436		54,497
			<u>82,436</u>		<u>73,987</u>

The financial statements were approved by the Trustees on .....

Anne Brown  
Chair of Trustees

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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### 1. Accounting policies

#### Charity information

Abberton Rural Training is a Charitable Incorporated Organisation, incorporated in England & Wales.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling , which is the functional currency of the charity.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds comprise grants and donations, contract income and other income receivable or generated for the objects of the charity without further specified purpose. In ART's case this includes the charity's commissioning grants from Essex County Council, which is applied across all the charity's objects and are fully utilised over the course of the year. Unrestricted funds which are not utilised during the year are carried forward as general funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is accounted for on an accruals basis. All income and expenditure is allocated to a particular activity where it relates directly to that activity. Support functions (including finance, human resources, facilities management and governance) are apportioned across the activities that the functions support. Overhead costs (including office running costs and consumables, information technology, insurances and affiliation fees) are similarly apportioned. To the extent that activity-related funding agreements allow, support costs are apportioned to activities based on the full-time equivalent number of staff employed within that activity.

#### *Basic financial assets*

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

#### 1.6 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted Funds	Restricted funds	Total	Total funds
	2022	2022	2022	2021
	£	£	£	£
Donations and legacies	48,573.70	-	48,573.70	10,163
	=====	=====	=====	=====

**4 Charitable activities**

	Unrestricted Funds	Restricted funds	Total	Total funds
	2022	2022	2022	2021
	£	£	£	£
Services provided under contract	232,986.67	153,389.32	386,575.99	206,769
	=====	=====	=====	=====

**5 Investments**

	Unrestricted funds	Total
	2022	2021
	£	£
Investments – interest receivable	9.63	38
	=====	=====

**6 Charitable activities**

	Education & training 2022	Education & training 2021
	£	£
Staff costs	167,334.96	120,353
Education and training	129,186.22	42,802
Rent and venue hire	42,832.65	9,760
Repairs and maintenance	17,452.93	2,306
Printing, postage and stationary	1,816.67	1,014
Telephony and internet	1,347.56	1,405
Travel and subsistence (now incl. small purchases)	49,564.63	14,988
Office expenses	604.50	1,087
Professional fees (incl. RCCE previous staff costs/fees)	0.00	27,073
Insurance	94.57	1,975
Memberships	3,886.00	276
Bank charges	96.00	69
Share of governance costs	5,141.10	2,673
Other expenses	7,352.22	0
	-----	-----
<b>Total</b>	<b>426,710.01</b>	<b>225,781</b>
	-----	-----
<b>Analysis by fund</b>		
Unrestricted funds	253,629.87	190,967
Restricted funds	173,080.14	34,814
	-----	-----
	<b>426,710.01</b>	<b>225,781</b>
	-----	-----

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**7 Support Costs**

	Support Costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Accountancy	835	4,306	5,141	1,233	1,440	2,673
	-----	-----	-----	-----	-----	-----
	835	4,306	5,141	1,233	1,440	2,673
Analysed between Charitable activities	835	4,306	5,141	1,233	1,440	2,673
	-----	-----	-----	-----	-----	-----

Governance costs includes fees payable to the independent examiners of £1,440

**8 Trustees**

No payments or remuneration from the charity was paid to Trustees (or any persons connected with them) during the year.

**9 Employees****Number of employees**

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	12	6
Employment Costs	2022 £	2021 £
Staff cost salaries	167,334.96	120,353
Education salaries	115,607.22	30,979
	-----	-----

**10 Financial Instruments**

Carrying amount of financial assets	2022 £	2021 £
Debt instruments measured at amortised cost	-	-
Carrying amount of financial liabilities Measured at amortised cost	14,050.16	11,187
	-----	-----

**11 Debtors**

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	-	-
Other debtors	-	-
	-----	-----
	-	-

12 Creditors: amounts falling due within one year:	2022	2021
	£	£
Creditors	14,050.16	11,187
	-----	-----
	14,050.16	11,187

13 Analysis of net assets between funds

	Unrestricted Funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £
Fund balances at 31 March 2022 are represented by:				
Current assets/(liabilities)	82,436	0	82,436	54,497
	-----	-----	-----	-----
	82,436	0	82,436	54,497
	-----	-----	-----	-----

# Thank You

Because we can't help without your help

Supported by:



## Address

1 Whitbread's Business Centre, Chatham Green, Chelmsford,  
Essex CM3 3FE



## Telephone

01245 975777



## Website

[Abbertonruraltraining.org](http://Abbertonruraltraining.org)

**ABBERTON RURAL TRAINING**

England & Wales - Charity number 1169247

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# Accounts

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Charity Registration No. 1169247

**ABBERTON RURAL TRAINING**

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2021**

# ABBERTON RURAL TRAINING

## LEGAL AND ADMINISTRATIVE INFORMATION

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### **Trustees**

Cllr Anne Brown (Chair)  
Brian Cairns (resigned 1<sup>st</sup> May 2020)  
Henry Bass (retired 30<sup>th</sup> September 2020)  
Jonathan Compton (retired 30<sup>th</sup> September 2020)  
Nick Shuttleworth (retired 30<sup>th</sup> September 2020)  
Russell Grant Everard (retired 30<sup>th</sup> September 2020)  
Andrew Grimwade (elected 30<sup>th</sup> September 2020)  
Anna MacDonald (elected 30<sup>th</sup> September 2020)  
Tina Morgan (elected 30<sup>th</sup> September 2020)  
Paul Hinsley (joined 26<sup>th</sup> March 2021)  
Alistair Heron (joined 26<sup>th</sup> March 2021)  
Tristan Bourne (joined 26<sup>th</sup> March 2021)

**Charity number** 1169247

### **Registered office**

Up to 15<sup>th</sup> May 2021

Wormingford Community Education Centre  
Church Road  
Wormingford  
Essex  
CO6 3AZ

From 15<sup>th</sup> May 2021

1 Whitbreads Business Centre  
Whitbreads Farm Lane  
Chatham Green  
Chelmsford  
Essex  
CM3 3FE

### **Independent examiner**

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN

# ABBERTON RURAL TRAINING

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# ABBERTON RURAL TRAINING

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 MARCH 2021**

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The Trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016).

### **Objectives and activities**

The objects of the Charity are:

- The advancement of education, training or retraining and
- The relief of those in need in particular but not exclusively among unemployed people in Essex providing them with work experience, volunteering opportunities, mentoring and rural employability and craft skills courses, and by supporting their re-integration back into the rural community or by such other means as may from time to time be determined subject to the prior written consent of the Charity Commission for England and Wales.

The Charity sets out its vision as follows:

"Abberton Rural Training will deliver a programme of practical skills training to residents of rural Essex with a particular focus on supporting those who need help to access jobs or further education and training"

In pursuing this vision, the Charity is committed to making a real difference to the lives of people in rural Essex by focussing on helping those who are outside the workforce, education and training to re-engage with training. The aim is to equip trainees with the confidence, skills and qualifications to enable them to progress into employment, self-employment or further education and training. In doing this, the Charity will help employers to secure the motivated, skilled and qualified staff they need to grow their organisations, and in turn to strengthen the rural economy.

In addition to the benefits the Charity brings to its participants, the local community and society through the education it offers, the Charity's help and assistance to those in need including mentoring and rural employability create a social asset and so reduces the long term costs to the Exchequer.

The Trustees are responsible for setting a strategy for achieving the objectives they have set. The focus is on the development of participants and their educational and social progress and to widen further the access to the education the Charity provides.

In taking forward the Charity's strategy the Charity will:

- Review the Charity's courses, progress and achievements;
  - Ensure the range of courses available to its participants is meeting their needs;
  - Invest in establishing the necessary infrastructure of the Charity;
  - Co-operate and work with public bodies, other charities, community organisations and partners; and
  - Continue to review and develop its methods to ensure wider access to participants from all backgrounds.
-

## **ABBERTON RURAL TRAINING**

### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021**

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Abberton Rural Training (ART) is a charitable trust which seeks to benefit the public through the pursuit of its stated aims. Its courses are free to participants in order to ensure accessibility for all, and particularly those from difficult backgrounds or in difficult circumstances including homelessness.

The Charity welcomes participants from all backgrounds. The Charity has continued to seek to be all inclusive, particularly to women and ethnic minorities, although actual attendees reflects those in isolation seeking to be trained on rural skills. We continue to ensure our courses are accessible to all. An individual's economic status, health, gender, ethnicity, race, religion or disability does not form part of the Charity's acceptance processes.

The Charity is an equal opportunities organisation and is committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. The Charity makes reasonable adjustments to meet the needs of staff or participants who are or become disabled.

The Charity is committed to safeguarding and promoting the welfare of its participants and expects all staff and volunteers to share this commitment. We have had significant welfare cases this year, including the prevention of suicide, and we consider that our support and interventions have majorly assisted in the avoidance of 9 potential suicides during this financial year. We have worked closely with Essex Adult Social Care to ensure the correct safeguarding procedures have been in place and have been effective.

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

#### **Achievements and performance**

The Charity has continued to evolve and develop courses, subject to funding availability and demand. Current courses for this year include Land Based Studies for young adults aged 17-24 who are NEET (Not in Employment, Education or Training), as well as for adults aged 25+ as a separate groups across a variety of sites covering Essex and the Suffolk borders. 213 individual participants took part in these ART courses in the academic year 2020/21 with 1561 learning days completed.

We have also continued to operate our Rustic Recovery Programme, in conjunction with the Colchester Garrison through their Personnel Recovery Centre, which concentrates on providing training and education opportunities alongside guidance and support for serving personnel who are being medically discharged from service and for veterans.

We further worked as part of the response to COVID19 with a new project – Stay at Home, Grow Your Own in partnership with 7 local authorities. This was very successful working with 1250 households during the financial year, and providing opportunities for families to use horticulture as a way to manage anxiety and family struggles during isolation. 48% of the evaluation participants stated that they had not had to seek medical intervention for mental health issues due to the project.

The Charity's work continues work at locations throughout Essex, including our main new head office (from 15<sup>th</sup> May 2021 at Chatham Green, as well as Wormingford, Stow Maries Great War Aerodrome, Maldon, Weeley, Cressing, Halstead, Hadleigh and Brentwood.

The Charity has been recognised by the Rural Business Awards, winning two National awards for Best Rural Social Enterprise, Charity or Community Project and Triumph Over Adversity Award and awarded The Queens Award for Voluntary Service – announced 1<sup>st</sup> June 2021.

## Financial review

The Charity's Reserves Policy requires ART's minimum unrestricted funds neither committed nor invested in tangible assets (i.e. the charity's minimum 'Free Core Charitable Funds' or 'Free Reserves') to be sufficient to enable the charity to meet its next three months' direct expenditure on its unrestricted activities and, in addition, its next three months' expenditure on all its support costs, as defined in Note 1.5 to the Financial Statements.

As at 31 March 2021 this equated to a minimum requirement of £ 65,710.78 in Reserves.

This is however the minimum requirement, and the Board have set a target for reserves of £70,000 - £75,000 rising to £100,000 by the end of 2022 to ensure adequate protection of courses and provision without interruption. The actual Reserves as at 31<sup>st</sup> March 2021 amounted to £ 73,987.

The Trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

The Board of Trustees review the charity's Risk Register at each of its bi-monthly meetings. The main strategic risks facing the charity going forward are:

1. Continued effects of COVID19
2. Loss of key staff
3. Security of assets
4. Lack of ongoing funding

Internal financial risks are minimised through the implementation of robust financial control procedures including regular reports to the Board of Trustees.

The Charity continues to develop further partnerships and funding opportunities to increase further the number of participants able to participate in its programmes. Since 31 March 2020, we have already commenced partnerships including Essex County Council Country Parks teams, Employability Teams and new partnerships with Essex Cares Ltd, Tendring CVS and six Borough and District Councils including Braintree, Colchester, Chelmsford, Maldon, Tendring and Brentwood.

Going forward we will continue to liaise with local and national government bodies including the Department of Work and Pensions, the Police and South East Local Enterprise Partnership (SELEP), the High Sheriff of Essex and Essex County Council Employability and Skills team and other charity organisations, such as Essex Community Fund, to ensure that the Charity's programme and courses remain relevant and up to date with local requirements, particular skills shortage relevant to local rural employment opportunities.

The Charity continues to develop a network of outreach facilities to provide relevant courses within acceptable distances to meet the demands and needs of the community aligned with the Charity's strategic focus for those who are outside the jobs market or at risk of exclusion from training and the jobs market in the rural community. These include Halstead, Stow Maries Great War Aerodrome, Cressing Temple Barns, Hadleigh, Weeley and Brentwood. The Charity continues to work with Adult Community Learning to help access funding opportunities and/or validate the Charity's course provision.

The Charity anticipates that its future plans will continue to be financed primarily from funding income (generally on an annual cycle) and therefore the Board of Trustees continue to maintain an appropriate balance between delivery for the benefit of current participants and ensuring a sound infrastructure and financial base are preserved for future participants.

The Charity's marketing approach focuses on raising the Charity's profile with potential trainees, delivery partners and funding bodies through engagement and promotion of the work and success of the Charity's work. Our social media profile has increased further this year, with over 12000 visits per month, and we have released over 40 videos on You Tube, as well as continually reviewing and upgrading our website.

## Structure, governance and management

The Charity operates under a constitution of a Charitable Incorporated Organisation (Association Model), with the date of the constitution (last amended) of 8th September 2016 and was sealed by the Charity Commissioners for England and Wales on 19th September 2016 which included the regulations for appointment of trustees.

The Trustees who served during the year and up to the date of signature of the financial statements were:

Cllr Anne Brown (Chair)  
Brian Cairns (resigned 1<sup>st</sup> May 2020)  
Henry Bass (retired 30<sup>th</sup> September 2020)  
Jonathan Compton (retired 30<sup>th</sup> September 2020)  
Nick Shuttleworth (retired 30<sup>th</sup> September 2020)  
Russell Grant Everard (retired 30<sup>th</sup> September 2020)  
Andrew Grimwade (elected 30<sup>th</sup> September 2020)  
Anna MacDonald (elected 30<sup>th</sup> September 2020)  
Tina Morgan (elected 30<sup>th</sup> September 2020)  
Paul Hinsley (joined 26<sup>th</sup> March 2021)  
Alistair Heron (joined 26<sup>th</sup> March 2021)  
Tristan Bourne (joined 26<sup>th</sup> March 2021)

The Board of Trustees are responsible for the overall management and control of the Charity and meet at least six times a year. The work of implementing their policies is carried out by the Chief Executive Officer and reviewed and amended or accepted by the Board of Trustees.

The Charity's Chief Executive Officer is responsible for co-ordinating the work of the Board of Trustees and any sub-committees as may be required, preparation of papers and management accounts and the review of matters arising.

The Trustees determine the general policy of the Charity. The day to day running of the Charity is delegated to the Chief Executive Officer.

All trustees give their time freely. The trustees receive no remuneration. Trustee expenses to the sum of £34.26 were paid in this year.

The Trustees' report was approved by the Board of Trustees.



Trustee

Dated: 30/9/21

## **ABBERTON RURAL TRAINING**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2021**

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The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ABBERTON RURAL TRAINING

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I report to the Trustees on my examination of the financial statements of Abberton Rural Training (the charity) for the year ended 31 March 2021.

### Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

### Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

Paul Pritchard FFA  
Abacus Accountancy  
105 Courtyard Studios  
Braintree  
Essex  
CM7 3AN



Dated: 7 OCT 2021 .....

## ABBERTON RURAL TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £
<b>Income from:</b>					
Donations and legacies	3	10,163.42	-	10,163.42	28,183
Charitable activities	4	152,465.12	54,304.00	206,769.12	68,328
Investments	5	38.01	-	38.01	6
<b>Total income</b>		<b>162,666.55</b>	<b>54,304.00</b>	<b>216,970.55</b>	<b>96,517</b>
<b>Expenditure on:</b>					
Charitable activities	6	190,967.95	34,813.18	225,781.13	83,577
<b>Net (expenditure)/income for the year/ Net movement in funds</b>		<b>(28,301.40)</b>	<b>19,490.82</b>	<b>(8,810.58)</b>	<b>13,703</b>
Fund balances at 1 April 2020		82,797.14	-	82,797.14	69,094
<b>Fund balances at 31 March 2021</b>		<b>54,495.74</b>	<b>19,490.82</b>	<b>73,986.56</b>	<b>82,797</b>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

# ABBERTON RURAL TRAINING

## BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
<b>Fixed Assets</b>					
Tangible Assets			5,500		5,500
<b>Current assets</b>					
Debtors	11			95,563	
Cash at bank and in hand		79,674		95,563	
		79,674		95,563	
<b>Creditors: amounts falling due within one year</b>	12	(11,187)		(18,266)	
Net current assets			68,487		77,297
<b>Total net assets of the charity</b>			<u>73,987</u>		<u>82,797</u>
<b>Income funds</b>					
Restricted funds	13		19,490		
Unrestricted funds			54,497		82,797
			<u>73,987</u>		<u>82,797</u>

The financial statements were approved by the Trustees on 30/9/21

  
Cllr Anne Brown  
Trustee

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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### 1. Accounting policies

#### Charity information

Abberton Rural Training is a Charitable Incorporated Organisation, incorporated in England & Wales.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011 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)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds comprise grants and donations, contract income and other income receivable or generated for the objects of the charity without further specified purpose. In ART's case this includes the charity's commissioning grants from Essex County Council, which is applied across all the charity's objects and are fully utilised over the course of the year. Unrestricted funds which are not utilised during the year are carried forward as general funds.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

# ABBERTON RURAL TRAINING

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is accounted for on an accruals basis. All income and expenditure is allocated to a particular activity where it relates directly to that activity. Support functions (including finance, human resources, facilities management and governance) are apportioned across the activities that the functions support. Overhead costs (including office running costs and consumables, information technology, insurances and affiliation fees) are similarly apportioned. To the extent that activity-related funding agreements allow, support costs are apportioned to activities based on the full-time equivalent number of staff employed within that activity.

#### *Basic financial assets*

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost. Financial assets comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes, deferred income and provisions.

#### 1.6 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted Funds	Restricted funds	Total	Total funds
	2021 £	2021 £	2021 £	2020 £
Donations and legacies	10,163.42 =====	- =====	10,163.42 =====	28,183 =====

<b>4 Charitable activities</b>	Unrestricted Funds	Restricted funds	Total	Total funds
	2021	2021	2021	2020
	£	£	£	£
Services provided under contract	152,465.12	54,304.00	206,769.12	68,328
	=====	=====	=====	=====

#### 5 Investments

	Unrestricted funds	Total
	2021	2020
	£	£
Investments – interest receivable	38.01	6
	=====	=====

#### 6 Charitable activities

	Education & training 2021 £	Education & training 2020 £
Staff costs	120,352.87	30,965
Education and training	42,802.15	26,060
Rent and venue hire	9,760.23	10,327
Repairs and maintenance	2,306.00	1,820
Printing, postage and stationary	1,013.89	790
Telephony and internet	1,404.96	1,222
Travel and subsistence (now incl. small purchases)	14,987.93	5,058
Office expenses	1,087.50	846
Professional fees (incl. RCCE previous staff costs/fees)	27,072.78	2,889
Insurance	1,974.82	1,710
Memberships	276.00	810
Bank charges	69.00	60
Share of governance costs	2,673.00	1,020
	-----	-----
<b>Total</b>	<b>225,781.13</b>	<b>82,557</b>
	-----	-----
<b>Analysis by fund</b>		
Unrestricted funds	190,967.95	83,577
Restricted funds	34,813.18	-
	-----	-----
	<b>225,781.13</b>	<b>82,577</b>
	-----	-----

## 7 Support Costs

	Support Costs £	Governance costs £	2021 £	Support costs £	Governance costs £	2020 £
Accountancy	1,233	1,440	2,673	-	1,020	1,020
	-----	-----	-----	-----	-----	-----
	1,233	1,440	2,673	-	1,020	1,020
Analysed between Charitable activities	1,233	1,440	2,673	-	1,020	1,020
	-----	-----	-----	-----	-----	-----

Governance costs includes fees payable to the independent examiners of £1,440

## 8 Trustees

One trustee, Russell Everard, received travel expenses this year of £34.26. No other payments or remuneration from the charity was paid to Trustees (or any persons connected with them) during the year.

## 9 Employees

### Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
	6	3
Employment Costs	2021 £	2020 £
Staff cost salaries	120,352.87	30,965
Education salaries	30,979.06	
	-----	-----

The number of employees paid more than £60,000 was nil (2020: nil)

## 10 Financial Instruments

Carrying amount of financial assets	2021 £	2020 £
Debt instruments measured at amortised cost	-	-
Carrying amount of financial liabilities Measured at amortised cost	11,187.46	18,266
	-----	-----

## 11 Debtors

Amounts falling due within one year:	2021 £	2020 £
Trade debtors	-	-
Other debtors	-	-
	-----	-----
	-	-

12 Creditors: amounts falling due within one year:	2021	2020
	£	£
Creditors	11,187.46	18,266
	-----	-----
	11,187.46	18,266

13 Analysis of net assets between funds	Unrestricted Funds	Restricted funds	Total	Unrestricted funds
	2021	2021	2021	2020
	£	£	£	£
Fund balances at 31 March 2020 are represented by:				
Current assets/(liabilities)	54,497	19,490	73,987	82,797
	-----	-----	-----	-----
	54,497	19,490	73,987	82,797
	-----	-----	-----	-----

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