

art

RURAL
TRAINING

ANNUAL OVERVIEW



2021-2022



The Queen's Award
for Voluntary Service



NATIONAL WINNER
2020/21



REGIONAL WINNER
2018/19

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 work placements

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.

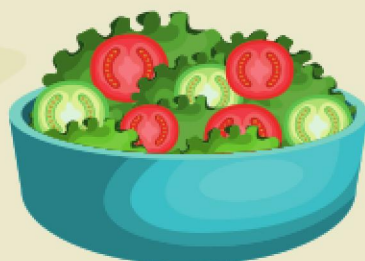
IMPACT

- 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

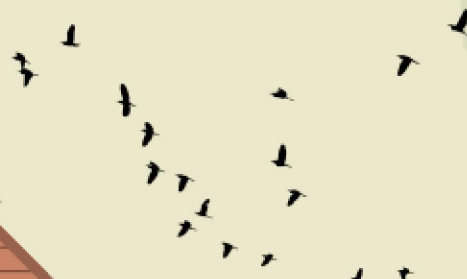
Currently providing 94 meals per day for vulnerable students who are choosing between heating and eating.

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/rebhab. 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.



ABBERTON RURAL TRAINING

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

ABBERTON RURAL TRAINING

LEGAL AND ADMINISTRATIVE INFORMATION

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
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Braintree
Essex
CM7 3AN

ABBERTON RURAL TRAINING

CONTENTS

	Page
Legal and Administrative Information	2
Trustees' report	4 – 9
Statement of Trustees' responsibilities	10
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14 – 18

ABBERTON RURAL TRAINING

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

ABBERTON RURAL TRAINING

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

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

ABBERTON RURAL TRAINING

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

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.

ABBERTON RURAL TRAINING

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

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 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 31st 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)

ABBERTON RURAL TRAINING

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

- 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.

ABBERTON RURAL TRAINING

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

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:....8th 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: 8th 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 £
Income from:					
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/>
Total income		281,570.00	153,589.32	435,159.32	162,666
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Charitable activities	6	253,629.87	173,080.14	426,710.01	190,967
Net (expenditure)/income for the year/ Net movement in funds		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/>
Fund balances at 31 March 2022		82,435.87	0.00	82,435.87	54,496
		<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

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

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

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
	-----	-----
Total	426,710.01 -----	225,781 -----
Analysis by fund		
Unrestricted funds	253,629.87	190,967
Restricted funds	173,080.14	34,814
	-----	-----
	426,710.01 -----	225,781 -----

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 12	2021 Number 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:



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