

SKILLS DEVELOPMENT TRAINING

England & Wales · Charity number 1178238

Details

Status Registered

Legal form Charitable company

Company number [10778818](#)

Registered 2018-05-03

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

Contact

Address Unit 44 St Olav's Court
City Business Centre
Lower Road
London
SE16 2XB

Phone 07990553926

Email info@skillsdevelopmenttraining.org

Website www.skillsdevelopmenttraining.org

Activities

Objects: THE RELIEF OF UNEMPLOYMENT, FOR THE PUBLIC BENEFIT, FOR YOUNG PEOPLE AGED 16-24 WHO ARE NOT IN EMPLOYMENT, EDUCATION OF TRAINING IN LONDON AND THE SURROUNDING AREA, THROUGH THE PROVISION OF ADVICE GUIDANCE AND TRAINING.

Activities: Skills developmet training aims to provide young people living in london and surrounding areas with access to youth work provision that meets their needs. Working for the benefit for the local community, specifically young people through their organisation of activities that support their growth, develop skills, capacity and capability to empower them to participate independently in society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Arts/culture/heritage/science, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-19	£30,572	£33,421	-	-
2024-02-19	£38,452	£29,193	-	-
2023-02-19	£4,500	£21,793	-	-
2022-02-19	£11,196	£16,732	-	-
2021-02-19	£1,405	£13,492	-	-

Trustees

Name	Role	Appointed
ADEDAYO ADEBOWALE		2018-01-23
Aysha Anderson		2023-10-10
SIKIRU OSHUNGBURE		2017-05-19
Solomon Daniel Quarcoo		2023-08-18

SKILLS DEVELOPMENT TRAINING

England & Wales - Charity number 1178238

Accounts

ANNUAL REPORT AND FINANCIAL STATEMENTS

SKILLS DEVELOPMENT TRAINING

Charity Number: 1178238
Company Number: 10778818

For the year ended 19 February 2025

TRUSTEES' ANNUAL REPORT

1. Reference and Administrative Details

Charity Name: Skills Development Training

Charity Registration Number: 1178238

Company Registration Number: 10778818

Registered Office: 58 Streatham High Road, London, SW16 1DA

Trustees who served during the year and to the date of this report:

- Mr Adedayo Adebawale (Chair)
- Ms Aysha Anderson (Trustee)
- Mr Sikiru Oshungbure (Secretary)
- Mr Solomon Daniel Quarcoo (Trustee)

Professional Advisors:

Bankers: Santander UK plc, 38 The Broadway, London, E15 4QN

Independent Examiner: Mr Simon Henry, Dan Dans, 259 Chingford Mount Road, London, E4 8LP

2. Structure, Governance and Management

Skills Development Training is a registered charity and a company limited by guarantee, incorporated on 19 May 2017

(Company Number: 10778818). The charity is governed by its Memorandum and Articles of Association adopted on 19 May 2017.

Governing Document

The charity operates under its Memorandum and Articles of Association, which set out its objects and powers.

Trustee Recruitment and Appointment

Trustees are appointed by the existing board based on their skills, experience, and commitment to the charity's mission.

The board ensures an appropriate balance of expertise to support effective governance and strategic decision-making.

Trustee Induction and Training

All new trustees receive a comprehensive induction covering the charity's governing documents, key policies, strategic priorities, and their

legal and fiduciary responsibilities. Ongoing training is provided to ensure trustees maintain their effectiveness and stay informed about

relevant developments in charity governance and their areas of responsibility.

Organisational Structure

The board of trustees meets quarterly to set strategic direction, monitor performance, and oversee the charity's activities.

Sub-committees have been established to support governance in key areas:

- Finance & Audit Committee
- Programmes & Impact Committee
- Fundraising & Communications Committee

Risk Management

The trustees have established processes for identifying and managing key risks. Major risks are reviewed regularly at board meetings,

and appropriate controls are implemented to mitigate them.

3. Objectives, Mission and Vision

Mission

Skills Development Training exists to empower young people aged 11–24 with the skills, confidence, and opportunities to succeed in

education, employment, entrepreneurship, and life. We provide practical skills training, financial education, mentoring, and positive

community engagement to help young people build sustainable careers or businesses and contribute positively to society.

Vision

We envision a society where all young people, regardless of background, have equal access to skills, knowledge, and opportunities to thrive.

We strive for communities where young people are financially confident, economically independent, socially engaged, and equipped to lead positive change.

Objectives

To achieve its mission and vision, the charity aims to:

1. **Promote entrepreneurship and employability** – Provide enterprise and workplace skills training, and support young people to start businesses or gain employment.
2. **Improve financial literacy and resilience** – Enhance young people's budgeting, saving, and money management skills.
3. **Enhance education and career outcomes** – Provide career guidance, skills assessments, and progression planning support.
4. **Support under-represented young people** – Promote inclusion, leadership development, and confidence building.
5. **Promote health, wellbeing, and social engagement** – Use sport and physical activity to encourage teamwork, discipline, and positive community involvement.

Values

Innovation | Empowerment | Inclusivity | Integrity | Collaboration

4. Achievements and Performance

Overview

During the year ended 19 February 2025, Skills Development Training delivered impactful programmes that transformed the lives of 260 young people.

90% of our beneficiaries came from under-represented backgrounds, and we achieved 40% female participation across our programmes.

Programme Impact

Total beneficiaries supported: 260 young people

Entrepreneurship & Employability Programme

- 7 new youth-led businesses successfully launched
- 85% of participants reported increased confidence in their employability skills
- Enterprise skills workshops delivered to 120 young people

Financial Literacy Programme

- 95% of participants demonstrated improved financial knowledge
- 60% established regular saving habits
- 90% created their first personal budget
- Financial education delivered to 80 young people

Education & Career Progression Support

- 65% of programme participants entered employment, training, or further education
- 30 internship placements secured with local businesses
- One-to-one career guidance provided to 100 young people

Basketball & Community Engagement Programme

- 20 regular participants in weekly basketball sessions
- 4 community sports events organised, engaging 200+ local residents
- 90% of participants reported improved physical wellbeing and teamwork skills
- Partnerships established with 3 local schools and community centres

Volunteer Contribution

The charity benefited from the support of 15 dedicated volunteers who contributed approximately 450 hours

of their time to support programme delivery and administrative functions.

Partnerships

We continued to develop productive partnerships with local schools, colleges, community organisations,

and employers to maximise our impact and reach.

5. Financial Review

Results for the Year

For the year ended 19 February 2025:

- **Total Income:** £30,572
- **Total Expenditure:** £33,421
- **Net Expenditure (Deficit) for the Year:** (£2,849)

The deficit for the year was funded from the charity's unrestricted reserves. This outcome reflects our strategic commitment to maintaining programme delivery

and impact despite timing challenges with restricted grant income. To manage temporary cash flow requirements,

the trustees arranged a short-term loan of £3,430, which is disclosed in the balance sheet.

Reserves Policy

The charity's policy is to maintain unrestricted reserves equivalent to approximately 3-6 months of core operational expenditure.

This provides a buffer against unforeseen circumstances and ensures continuity of our vital services. Unrestricted funds carried forward at 19 February 2025 were

£6,621. The trustees regularly review the reserves level against projected income and expenditure and consider the current position to be prudent, particularly in light of significant grant funding

already secured for the forthcoming financial year.

Investment Policy

The charity does not have an investment policy as it holds no investments. All surplus funds are held in interest-bearing bank accounts.

Principal Risks and Uncertainties

The trustees have assessed the major risks facing the charity, which include:

1. **Financial Sustainability Risk** – Reliance on grant funding and potential income volatility.
Mitigation: Diversification of income streams, robust financial planning, and proactive fundraising.
2. **Funding Concentration Risk** – Dependence on a limited number of funders.
Mitigation: Development of a broader donor base and mixed funding model.
3. **Operational Delivery Risk** – Capacity to deliver programmes effectively.
Mitigation: Strong project management, volunteer engagement, and partnership development.
4. **Governance Risk** – Ensuring effective trustee oversight.
Mitigation: Regular board meetings, trustee training, and clear delegation.

The primary risk identified during the year was short-term cash flow volatility. This was successfully mitigated through a combination of careful cash flow management,

a short-term bridging loan, and most significantly, the successful acquisition of substantial core grant funding for the following year.

Future Outlook and Plans

The trustees are pleased to report that, subsequent to the year-end, the charity has been awarded a **grant of £26,000** for its core programmes in the financial year beginning 20 February 2025.

This provides a solid foundation for our financial sustainability and programme delivery in the forthcoming period.

Our plans for the next year include:

- Expanding our financial literacy programme to reach an additional 50 young people
- Launching a new digital skills training initiative
- Strengthening partnerships with local employers to create more work experience opportunities
- Implementing an enhanced monitoring and evaluation framework to better capture our impact

The trustees are actively pursuing additional funding opportunities to build on this success and ensure the long-term viability of the charity's impactful work.

The budget for the new financial year projects a return to a sustainable operating position, allowing for the repayment of the outstanding loan and the careful rebuilding of free reserves.

The trustees are confident that with the secured funding and continued commitment to our mission,

Skills Development Training is well-positioned to continue making a significant positive impact on the lives of young people in our community.

FINANCIAL STATEMENTS

Statement of Financial Activities (SOFA)

For the year ended 19 February 2025

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
INCOME FROM:			
Donations and grants	–	29,989	29,989
Charitable activities	583	–	583
Total Income	583	29,989	30,572
EXPENDITURE ON:			
Charitable activities			
Wages and salaries	–	26,754	26,754
Project delivery cost	–	3,163	3,163
Total Charitable Expenditure	–	29,917	29,917
Costs of generating funds	1,469	–	1,469
Governance costs	2,035	–	2,035
Total Expenditure	3,504	29,917	33,421
Net Income/(Expenditure)	(2,921)	72	(2,849)
Other recognised gains/(losses)	–	–	–
Net movement in funds	(2,921)	72	(2,849)

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Fund balances at 1 March 2024	9,542	–	9,542
Fund balances at 19 February 2025	6,621	72	6,693

All activities derive from continuing operations.

Balance Sheet

As at 19 February 2025

ASSETS	Note	£
Current Assets		
Cash at bank and in hand	3	8,123
Total Current Assets		8,123
Non-Current Assets		
Equipment	1	2,000
Total Non-Current Assets		2,000
TOTAL ASSETS		10,123

ASSETS	Note	£
LIABILITIES	Note	£
Current Liabilities		
Loan payable within one year	3	3,430
Total Current Liabilities		3,430
TOTAL LIABILITIES		3,430
NET ASSETS		6,693
FUNDS	Note	£
Unrestricted funds	2	6,621
Restricted funds	2	72
TOTAL FUNDS		6,693

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and

United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities

during the year and of its financial position at the end of the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- 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;
- 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 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. They are also responsible for safeguarding the assets of the charity and

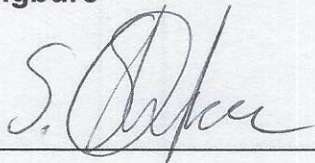
hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees confirm that the annual report and financial statements to comply with the above requirements.

Signed on behalf of the Board of Trustees:

Sikiru Oshungbure

Signature: _____



Date: _____

8/12/2025

Notes to the Financial Statements

For the year ended 19 February 2025

1. Accounting Policies

Basis of preparation

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP) FRS 102 "The Financial Reporting Standard applicable in the UK and

Republic of Ireland" applicable to smaller entities, the Charities Act 2011, the Companies Act 2006, and UK Generally Accepted Accounting Practice.

Fund accounting

Unrestricted funds are available for use at the trustees' discretion in furtherance of the charity's general objectives. Restricted funds are donations and grants

subject to specific conditions imposed by the donor regarding their use.

Income

Donations and grants are recognised when the charity has entitlement to the funds, receipt is probable, and the amount can be measured reliably. Grants for specific projects are recognised

as income over the period in which the related expenditure is incurred.

Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is allocated between charitable activities, costs of generating funds, and governance costs based on the

purpose for which the costs were incurred.

Tangible fixed assets and depreciation

Equipment costing more than £500 is capitalised and depreciated over its useful economic life, assumed to be 3 years. Assets below this threshold are expensed in the year of purchase.

The carrying value of equipment is reviewed for impairment if there is indication of a significant reduction in value.

Cash and cash equivalents

Cash includes cash in hand and deposits held at call with banks.

Going concern

The financial statements have been prepared on a going concern basis. The trustees have prepared budgets and cash flow forecasts for the period ending 19 February 2026,

which incorporate grant funding of £26,000 already awarded and contractually secured for the forthcoming financial year. Based on these forecasts,

the trustees have a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future.

2. Analysis of Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Balance at 1 March 2024	9,542	–	9,542
Incoming resources	583	29,989	30,572
Resources expended	(3,504)	(29,917)	(33,421)
Balance at 19 February 2025	6,621	72	6,693

Restricted funds represent grants received for specific charitable activities as defined by the funder. The unspent balance of £72 at the year-end will be expended on its designated purpose in the following financial year.

3. Loan Payable

At 19 February 2025, the charity had an outstanding interest-free loan of £3,430, repayable in full by 19 February 2026. The loan was used to support operational cash flow requirements during the year.

The year-end cash balance of £8,123 includes the loan proceeds.

4. Related Party Transactions

There were no related party transactions during the year requiring disclosure.

5. Going Concern

As noted in the accounting policies, the trustees have prepared detailed budgets and cash flow forecasts for the period ending 19 February 2026. These forecasts incorporate

the grant funding of £26,000 which has already been awarded and is contractually secured for the forthcoming financial year.

Based on these forecasts, the trustees have a reasonable expectation that the charity will have adequate resources to meet its liabilities as they fall due,

continue its operational activities, and repay the outstanding loan in the normal course of business.

Therefore, the trustees continue to adopt the going concern basis of accounting in preparing the annual report and financial statements.

INDEPENDENT EXAMINER'S REPORT

To the Trustees of Skills Development Training

I report to the trustees on my examination of the charity accounts of Skills Development Training for the year ended 19 February 2025.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 43(2) of the Charities Act and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 43 of the Charities Act
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 43(7)(b) of the Charities Act), and
- state whether particular matters have come to my attention.

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

Testing was carried out on a sample of transactions from the Income and Expenditure Accounts. The transactions were either agreed back to the source documents or to the bank statements. The opening and closing bank balances per the Accounts agreed back to the actual Bank Account Statements.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether

the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements:

1. to keep accounting records in accordance with section 41 of the Charities Act;
and
2. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act
have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Simon Henry

Director of Dan Dans

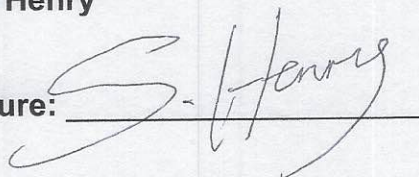
259 Chingford Mount Rd, London E4 8LP

Phone: 020 8524 5757

Name

Simon Henry

Signature: _____



Date: _____

17-12-25

SKILLS DEVELOPMENT TRAINING

England & Wales - Charity number 1178238

Accounts

Trustees' Annual Report for Skills Development Training

Charity Number: 1178238
Company Number: 10778818
Financial Year: 20/02/2023 - 19/02/2024

1. Reference and Administrative Details

Charity Name: Skills Development Training
Charity Registration Number: 1178238
Company Registration Number: 10778818
Registered Office: 58 Streatham High Road, London, England, SW16 1DA

Trustees who served during the year and up to the date of this report:

Adedayo Adebawale (Chair)
Aysha Anderson (Trustee)
Sikiru Oshungbure (Secretary)
Solomon Daniel Quarcoo (Trustee)

Senior Management Team:

- Head of Programmes: Adedayo Adebawale
- Finance Manager: Sikiru Oshungbure

Professional Advisors:

- Bankers: Santander: 38 The Broadway London E15 4QN
- Independent Examiner: Simon Henry

2. Structure, Governance and Management

Skills Development Training is a registered charity (no. 1178238) and a company limited by guarantee (no. 10778818), incorporated on 19/05/2017. The charity is governed by its Memorandum and Articles of Association.

Trustee Recruitment and Appointment:

Trustees are recruited based on their skills, experience, and commitment to the charity's mission. New trustees are appointed by the existing board, ensuring a diverse range of backgrounds and expertise. In 2023-2024, we welcomed 2 new trustees to strengthen our governance.

Trustee Induction and Training:

New trustees undergo a comprehensive induction programme, including:

- Familiarisation with the charity's governing documents, policies, and strategic plan
- Training on trustee responsibilities and charity law
- Introduction to key staff and major projects

All trustees participate in ongoing training and development to enhance their effectiveness.

Organisational Structure:

The board of trustees meets quarterly to set strategic direction and oversee the charity's operations. Day-to-day management is delegated to the CEO and senior management team. We have established the following sub-committees to support governance:

- Finance and Audit Committee
- Programmes and Impact Committee
- Fundraising and Communications Committee

3. Objectives and Activities

Our Mission

To empower young people aged 18-26 through entrepreneurship, financial literacy, and educational support, enabling them to achieve economic independence and contribute positively to their communities.

Our Vision

A world where every young person has the skills, knowledge, and opportunities to build a successful and fulfilling career or business.

Our Values

Innovation: Embracing new ideas and approaches to tackle youth unemployment

Empowerment: Equipping young people with the tools to shape their own futures

Inclusivity: Ensuring our programmes are accessible to all, regardless of background

Integrity: Operating with transparency and accountability in all we do

Collaboration: Working with partners to maximise our impact

Main Activities in 2023-2024

Entrepreneurship Training and Workshops

- 12-week intensive entrepreneurship course
- Monthly start-up clinics and mentoring sessions
- Annual youth business pitch competition

Financial Literacy Education

- Weekly financial management workshops
- One-on-one financial coaching sessions
- Online financial literacy resources and tools

Educational Support Services

- Career guidance and CV writing workshops
- Skills assessment and personal development planning
- Industry exposure through company visits and guest lectures

Black Youth Academy

- Specialised entrepreneurship programme for young Black aspiring entrepreneurs
- Mentorship matching with successful Black business leaders.
- Access to seed funding and business incubation support.

Healthy Tribe Initiative

- Weekly sports and fitness activities
- Mental health and wellbeing workshops
- Nutrition and healthy lifestyle education

Achievements and Performance

Financial Growth

- Total income: £38,452 (23% increase from previous year)
- Grants: £27,060
- Public Donations: £11,155
- Other income: £237
- This marks our best financial year since 2017, reflecting growing public-trust and expanded fundraising efforts.

Programme Impact

Young People Supported

- Total beneficiaries: 120 (30% increase from previous year)
- 65% from underrepresented backgrounds
- 55% female participation

Entrepreneurship Outcomes

- 8 new businesses launched by programme participants.
- 85% of participants reported increased confidence in starting a business.

Financial Literacy Improvements

- 92% of participants showed improved financial knowledge post-programme
- 75% reported starting to save regularly.

- 60% created their first personal budget.

Educational and Career Progress

- 70% of participants entered employment or further education.
- 85% reported improved employability skills.
- 40 internships secured with partner companies.

Black Youth Academy Highlights

- 25 young Black entrepreneurs supported.
- 3 businesses launched with ongoing mentorship.

Healthy Tribe Initiative Results

- 90% of participants reported improved physical wellbeing.
- 80% noted better stress management skills.
- 3 community sports events organised, engaging over 200 local youth.

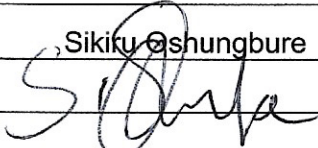
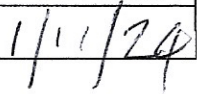
5. Financial Review

Income Table for the year ended 19/02/2024.

Income Source	Amount (£)
Grant Funding	All grant income received, with the exception of £5,000 from United St Saviour's Charity, is restricted for specific purposes and projects."
Anton Jurgens	6,000.00
CAF	500.00
Groundwork UK	500.00
Migrant Helpline	5,000.00
Community Southwark	100.00
United St Saviours	5,000.00 (Unrestricted Grant)
Big lottery Main Grants	9,960.00
Total Grant Funding	27,060.00
Public Donations	
Online Crowdfunding	11,155
Other Revenue	237
Total Income	38,452.

		Note	Total this year £ F01	Total last year £ F02
Fixed assets				
Tangible assets	(Note 8)	B01	3,000	3,000
		B02	-	-
Investments	(Note 9)	B03	-	-
	Total fixed assets	B04	3,000	3,000
Current assets				
Stock and work in progress		B05	-	-
Debtors	(Note 10)	B06	-	-
(Short term) investments		B07	-	-
Cash at bank and in hand		B08	-	-
	Total current assets	B09	14,074	8,762
Creditors: amounts falling due within one year (Note 11)		B10	3,144	3,144
	Net current assets/(liabilities)	B11	10,930	5,618
	Total assets less current liabilities	B12	13,930	8,618
Creditors: amounts falling due after one year (Note 11)		B13	-	-
Provisions for liabilities and charges		B14	-	-
	Net assets	B15	13,930	8,618
Funds of the Charity			5,000	-
Unrestricted funds		B16	-	-
Designated funds		B17	-	-
Total unrestricted funds			5,000	-
Restricted income funds (Note 12)		B18	-	-
Endowment funds (Note 12)		B19	-	-
	Total funds	B20	5,000	-

Signed by one or two trustees on behalf of all the trustees

Signature	Date of approval
Sikifu Oshungbure	01/11/2024
	

I confirm that I have prepared these financial statements on behalf of the trustees of Skills Development Training for the financial year ending 2024. These accounts have been prepared in accordance with the Charities SORP (FRS 102) on an accruals basis. The trustees have reviewed and approved these financial statements, confirming their accuracy and completeness.

Notes to the Financial Statement:

Basis of Accounting: These accounts have been prepared on an accrual's basis in accordance with the Charities SORP (FRS 102).

Gross Income: The charity's gross income for the year was £38,452, which exceeds the threshold of £25,000. Therefore, a full Annual Return must be submitted to the Charity Commission within 10 months of the financial year-end (by 19/12/2024).

Expenditure Breakdown:

Staff costs represent the largest expense, reflecting the importance of our team in delivering high-quality programmes.

Programme delivery costs are relatively low as most of our programme expenses are staff time.

Travel expenses are significant due to our outreach activities and programme delivery across various locations.

The bank loan repayment represents a financial obligation we're actively managing.

Independent Examination: As the charity's income is between £25,000 and £1 million, these accounts have been subject to independent examination. The Independent Examiner's report is included in the full Annual Report.

Serious Incident Reporting: The trustees confirm that no serious incidents occurred during the financial year that required reporting to the Charity Commission.

Public Benefit: A full statement on how the charity's activities have provided public benefit is included in the Trustees' Annual Report.

Comparative Figures: Comparative figures for the previous financial year are provided in the full financial statements as required by FRS 102.

Investment Policy

The trustees have the power to invest in such assets as they see fit. Currently, due to the modest level of reserves, funds are held in an interest-bearing deposit account with our main bankers.

Independent Examiner report

I report to the trustees on my examination of the charity accounts of Skills Development Training for the year ended 19/02/2024.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 43(2) of the Charities Act and that an independent examination is needed.

It is my responsibility to: • examine the accounts under section 43 of the Charities Act • to follow the procedures laid down in the general Directions given by the Charity Commission (under section 43(7)(b) of the Charities Act, and • to state whether particular matters have come to my attention.

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

Testing was carried out on a sample of transactions from the Income and Expenditure Accounts. The transactions were either agreed back to the source documents or to the bank statements. The opening and closing bank balances per the Accounts agreed back to the actual Bank Account Statements

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below. In connection with my examination,

no matter has come to my attention.

which gives me reasonable cause to believe that in, any material respect, the requirements:

1. • to keep accounting records in accordance with section 41 of the Charities Act; and
2. • to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Simon Henry

Director of Dan Dans

Address: 259 Chingford Mount Rd, London E4 8LP

Phone: 020 8524 5757

Signature.....

Date.....17-11-24.....

Plans for Future Periods

Building on our successes, we have ambitious plans for the coming year:

Enhance Financial Literacy and Entrepreneurship Programmes

- Develop an advanced entrepreneurship curriculum for programme graduates
- Launch an online financial literacy course aiming to reach an additional 500 young people
- Implement a peer-to-peer mentoring programme for budding entrepreneurs

Acquire Community Assets

- Secure a market stall for hands-on retail experience for participants.
- Establish a business centre as a hub for training and start-up incubation.
- Target: Raise £50,000 through a community asset fundraising campaign

Launch 360° Entrepreneur Project

- Integrate practical trading experience with theoretical learning.
- Provide seed funding for ten new youth-led businesses.
- Develop partnerships with five local businesses for apprenticeship opportunities

Expand Geographic Focus

- Extend programmes into Southwark aiming to support an additional 100 young people.
- Collaborate with Southwark Council and local youth organisations.
- Conduct a needs assessment to tailor programmes to local requirements.

Enhance Impact Measurement

- Implement a comprehensive impact measurement framework.
- Conduct a longitudinal study of programme participants over three Years.
- Publish an annual impact report detailing outcomes shared with stakeholders

Strengthen Organisational Capacity

- Recruit two additional staff members to support programme expansion.
- Invest in staff training and development opportunities.
- Upgrade IT systems to improve efficiency in data management Processes.

Increase Funding Sustainability

- Diversify funding sources targeting a thirty percent increase in corporate Sponsorships.
- Launch a major donor programme aiming to secure five high-value supporters within the year.

7. Risk Management

Our risk management strategy involves identifying, assessing, and mitigating risks across all areas of operations:

Funding Uncertainties

- Risk: Over-reliance on grants may lead to financial instability
- Mitigation: Diversify funding sources; build reserves; enhance

fundraising capabilities; explore earned income opportunities

Safeguarding Risks

- Risk: Working with young people involves inherent safeguarding risks
- Mitigation: Robust safeguarding policies; regular staff training; DBS checks for all staff; clear reporting procedures

Data Protection Risks

- Risk: Handling personal data carries significant data protection risks under GDPR regulations
- Mitigation: Regular data protection audits; staff training on GDPR; secure data management systems; clear data retention policies

Reputational Risks

- Risk: Any incident could damage our reputation affecting funding opportunities or partnerships negatively.
- Mitigation: Strong governance; transparent reporting; crisis communication plan; regular stakeholder engagement activities

Programme Quality Risks

- Risk: Rapid expansion may dilute programme quality impacting overall effectiveness negatively over time if not managed properly.
- Mitigation: Regular evaluations of programmes; maintaining low participant-to-staff ratios; ongoing training for delivery staff members involved directly in implementation phases

8. Public Benefit Statement

The trustees confirm that they have complied with their duty regarding public benefit as outlined by Charity Commission guidance when exercising powers or duties related directly towards charitable objectives stated above throughout this report's contents. Our programmes are designed specifically accessible eligible young people aged eighteen through twenty-six years old focusing particularly those from disadvantaged backgrounds needing most support available within communities served directly by Skills Development Training initiatives offered here locally within London area specifically targeting areas identified through outreach efforts conducted earlier last year.

We deliver public benefit through:

Reducing youth unemployment & underemployment rates significantly across regions served directly via targeted outreach efforts made possible through partnerships established earlier this year.

Fostering entrepreneurship & innovation within local communities supporting economic growth initiatives aimed directly at empowering individuals involved.

Improving financial literacy levels amongst youth populations thereby increasing overall economic stability among participants served

Promoting social mobility through skills development opportunities provided via various workshops offered regularly throughout each month.

Contributing positively towards community development efforts aimed at enhancing quality life standards experienced collectively within neighbourhoods engaged actively throughout this process.

9. Fundraising Practices

Skills Development Training is committed to ethical transparent fundraising practices ensuring compliance regulations set forth by relevant authorities overseeing charitable organisations operating within UK jurisdictional boundaries established previously before this report's publication date here today. Our fundraising activities include:

Grant applications targeting trusts foundations statutory bodies

Public donations received via website social media campaigns promoting awareness around initiatives undertaken locally

Corporate partnerships sponsorships established earlier last quarter providing additional resources needed further expand reach impact made possible through collaborative efforts undertaken jointly together

We do not engage street fundraising door-to-door campaigns whatsoever ensuring respect donor privacy sharing personal information third parties without consent obtained beforehand explicitly stated terms conditions outlined clearly during initial contact stages prior beginning any engagement process whatsoever.

10. Volunteers

Volunteers play an integral role supporting success achieved thus far within organisation itself as well as contributing significantly towards overall mission objectives outlined above earlier today. In twenty twenty-three twenty-four period alone we engaged thirty volunteers contributing over one thousand five hundred hours service provided across various roles including:

- Mentors guiding young entrepreneurs along their journey towards success
- Workshop facilitators leading sessions focused skill-building activities
- Administrative support assisting daily operations behind scenes
- Event organisers coordinating logistics necessary ensure smooth execution events held throughout year ahead planned accordingly based upon needs identified during previous evaluations conducted regularly thereafter.

11. Partnerships & Collaborations

We believe strongly power collaboration maximising impact achieved collectively together working alongside others who share similar goals aspirations aligned closely together towards achieving common objectives set forth originally back when first established back then years ago now already. Key partnerships include:

1. Local councils London providing referrals access services offered directly through outreach initiatives conducted jointly together
2. Corporate partners providing mentors work experience opportunities available locally
3. Universities offering pro-bono consulting research support needed enhance effectiveness reach overall mission objectives outlined previously herein

In twenty twenty-three twenty-four period we formalised five new strategic partnerships enhancing ability serve youth effectively while also building capacity organisation itself overall too!

12. Safeguarding

Safeguarding paramount all activities undertaken here Skills Development Training ensuring welfare young people prioritised highest level possible throughout entire process involved every step way taken ensure safety security maintained adequately addressed properly whenever necessary required take action immediately whenever concerns arise promptly dealt swiftly accordingly following appropriate procedures established beforehand clearly outlined documented thoroughly well understood everyone involved ensuring compliance regulations governing safeguarding practices adhered strictly without fail whatsoever!

Our comprehensive safeguarding policy reviewed annually ensuring all staff volunteers receive regular training updates regarding best practices current standards expected follow guidelines set forth clearly communicated effectively across board ensuring everyone aware responsibilities obligations held accountable safeguarding measures implemented consistently upheld diligently maintained across organisation itself!

Key measures include:

1. Designated Safeguarding Lead senior management team overseeing implementation policies procedures followed accordingly
2. Mandatory DBS checks conducted all staff volunteers working directly alongside young people involved programmes offered here
3. Clear reporting procedures established any concerns raised reported immediately addressed promptly dealt appropriately following protocols outlined previously beforehand