

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 December 2023
for
The 5% Club Limited

Wilson Howe Limited
Chartered Accountants
212A Bocking Lane
Greenhill
Sheffield
Yorkshire
S8 7BP

The 5% Club Limited

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for the Year Ended 31 December 2023

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The 5% Club Limited

Report of the Trustees
for the Year Ended 31 December 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The 5% Club exists for the prevention or relief of poverty for the public benefit, of those in need by reason of lack of employable skills, in particular but not exclusively, among the young. It works to deliver these aims as a member organisation consisting of employer organisations, by such means as:

- Among employers, policymakers and the general public, raising awareness of and support for the benefits of providing "earn and learn"* training programmes to skill/upskill individuals such that they can achieve skilled long-term employment;
- Enabling and extending best practice of such programmes through a network of members' Human Resources professionals;
- Providing assistance, information and support to young people and their influencers to encourage and educate them to successfully find, apply for and complete "earn and learn" training programmes;
- Carrying out and publishing research into "earn and learn" training programmes with a view to increasing their availability, quality and uptake.

*"Earn and learn" training programmes means: the provision of formal accredited and monitored training for employees to acquire skills and/or qualifications whether as apprentices, graduate trainees or sponsored students within a programme of paid employment.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

Significant activities

During 2023 The Club undertook a wide range of activity to promote its aims to make earn and learn opportunities accessible to all, working through our members to reach increasing numbers of take-ups by beneficiaries. Including:

- Regular updates on The Club website to reflect activities and initiatives of members, demonstrating the benefits of 'earn and learn' to an organisation.
- Continuing collaboration with the Department for Education (DfE) on their work targeting young people by developing and promoting the value of apprenticeships. DfE personnel were kept informed of work by The Club and its members, via meetings between The CEO and senior officials at the DfE.
- Active support for the DfE initiative, National Apprenticeship Week, and the Scottish Government, Scottish Apprenticeship Week, ensuring all members of The Club were aware of the programme/resources well in advance, plus events, PR and social media activity during the two separate weeks.
- Support and promotion of the DfE initiative the Apprenticeship Diversity Champions Network.
- Support of the All-Party Parliamentary Group on Apprenticeships and T-Levels and working with the Rt Hon Robert Halfon MP (a member of The 5% Club's Steering Group) in his capacity as Minister of State (Minister for Skills, Apprenticeships and Higher Education).
- The Club also participated in the Intermediary Apprenticeships Network (IAN), an adjunct of the Apprenticeship Ambassador Network as run by the DfE with The CEO as the IAN's Steering Group Vice Chair.

Events:

The Club organised a range of networking/best practice events during the year. Events evolved into a mix of online and in-person format. All recorded events were made available on The Club's website to watch on catch up.

Events included:

- 21 February - The Apprenticeship Levy - how can we seize the opportunity (with City and Guilds, hosted by The Co-op in Central Manchester).
- 21 March - The 5% Club 10th Anniversary Reception, Westminster Abbey
- 2 May - Employer Audit Launch Event (soft launch 4 April) The Graduate and Apprenticeship Landscape - an overview of trends: how The 5% Club Employer Audit can help you benchmark, plan, and adapt
- 16 May - Unleashing L&D's remarkable capacity to boost wellbeing, online event with the Open University
- May - June 2023 - Employer Audit Briefing Events x 4
- 14 June - Attracting and Engaging Gen Z. Online event in conjunction with Unifrog
- 20 June - World Skills Roundtable
- 22 June - Supporting companies with their Apprenticeship Journey, in-person Event in conjunction with London Apprenticeship Ambassador Network/London City Institute of Technology
- 27 June - Steering Group
- 13 July - Supporting Apprentices End to End - online event in conjunction with City & Guilds
- 13 July - Building a Better Future - CEO involved in panel discussion with Tiro (Training Provider).
- 19 July - Single Apprenticeship Application "Hackathon" in association with UniFrog
- 26 July - Elevate Equity, CEO involved in panel discussion in this OU led Event
- 20 September - Roundtable with key Scottish members
- 20 September - The 5% Club Scotland Event - 10th anniversary reception, in person, Scottish Parliament
- 12 October - Navigating the Graduate Recruitment Landscape (with CareerMap)
- 24 October - Brathay Briefing for "Space to Think" Insight Event
- 9 November - Employer Audit Symposium, online
- 29 November- Employer Audit Reception, Mansion House, in person
- 29 November- Steering Group

Additional member meetings were held as follows: (all in person)

- Steering Group - June
- Steering Group - November

Membership

Membership as at 31 December 2023 stood at 967 members.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

CEO Mark Cameron continued a quarterly patron catch up schedule to consolidate systematic engagement and relationship management of The Club's funders.

In December we welcomed a new Patron Member BPP University, an apprenticeship training provider.

Earn and Learn Awards

In November, The 5% Club further recognised its outstanding members by awarding The 5% Club UK National Employer "Earn and Learn" Awards. These Awards identified 12 top performing companies across six award categories.

Sponsorship Agreements were created to support these awards with City & Guilds, OU, The School Outreach Company, Unifrog and the St Martins Group.

Members who achieved The Club's enhanced Platinum, Gold, Silver or Bronze accredited membership, were invited to a reception at Mansion House and award winners were selected from these 180 members.

Recognition was made in two categories for each Award, Large and SME members across the following six Awards.

The winners were:

The 5% Club UK National Employer "Earn & Learn" Awards: Quality - Sponsored by BPP

Winner, Large Employer: Cross Country Trains

Winner, SME: Malakoff

The 5% Club UK National Employer "Earn & Learn" Awards: Growth - Sponsored by the St Martins Group

Winner, Large Employer: Tara Group

Winner, SME: Accuracy

The 5% Club UK National Employer "Earn & Learn" Awards: Inclusion and Social Mobility - Sponsored by The School Outreach Company

Winner, Large Employer: Capgemini

Winner, SME: AD Construction Group

The 5% Club UK National Employer "Earn & Learn" Awards: Breadth - Sponsored by the Open University

Winner, Large Employer: Bell Group

Winner, SME: Mivan

The 5% Club UK National Employer "Earn & Learn" Awards: Highest Percentage - Sponsored by Unifrog

Winner, Large Employer: Aecom

Winner, SME: Clive Owen LLP

The 5% Club UK National Employer "Earn & Learn" Awards: Employer of The Year - Sponsored by City & Guilds

Winner, Large Employer: William Hare

Winner, SME: Mivan

10th Anniversary

2023 was The Club's 10th Anniversary. Activity centred on Celebration Events in London at Westminster Abbey and Edinburgh at the Scottish Parliament. A new level of Employer Audit Award was developed with the introduction of Platinum level for those members who had achieved Gold level for three years with 10% of their workforce in 'earn and learn'.

The 10th Anniversary also saw the launch of The 5% Club Fellowship and 10 Fellows were appointed on 29 November 2023.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

The inaugural Fellows were:

Andrew Churchill OBE, Chairman, JJ Churchill
Tony Ellender, Professional Development Manager, Balfour Beatty UK
Rt Hon Robert Halfon MP
Dr. Sam Healy BEM, Group Director ESG, Qinetiq
Karima Khandker, Director of Resourcing, Skills and EDI, Thames Water
Mark Lomas, Head of Culture, Lloyds
Katie Nightingale, Director, People Consulting, Grant Thornton
Professor Steve Petrie, Regional Director, Centrica/British Gas
Chris Shirley, Head of UK Skills & Development, Qinetiq
Kate Whatley, Commercial Manager, SPV

Our Founder Leo Quinn also announced the Balfour Beatty Supply Chain "Founders Award" Scheme at the 10th Anniversary event in March and the recipients of these awards were invited to the Audit Celebration event, the closing event of the 10th Anniversary, in November 2023.

Additional sponsorship relationships were developed with UCAS to support the 10th Anniversary activity and with SSEN who supported the 10th Anniversary Scottish event at the Scottish Parliament.

Policy Activity

The Employer Audit 2022 'Report on Proceedings' was published as a thought leadership paper and used to promote the 2023-24 Employer Audit.

Research was undertaken with City & Guilds, "Levying Up - Delivering Sustainable Skills"; followed up by an article from Mark Cameron, CEO in FE News 23 Feb. This was supported by a Member Event in Manchester, and a planned follow-up online event.

Research was also undertaken with Open University, "L&D's role in Employee Wellbeing" and launched at a joint webinar.

The CEO was interviewed and quoted in Tiro's Paper titled, "The evolving hiring landscape" - August 2023.

A Round Table Event delivered in partnership with WorldSkills UK explored "Beyond the next decade; Skills System 2.0".

The 5% Club was one of the signatories to a letter from the Youth Employment Group to Prime Minister Rt Hon Rishi Sunak MP, calling on the Government to adopt a Young Person's Guarantee for England.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

OBJECTIVES AND ACTIVITIES

The 5% Club Employer Audit and Awarding of Gold, Silver and Bronze Membership

The 5% Club Employer Audit and Awarding of Gold, Silver and Bronze Membership was launched in 2021. The Club continued this accredited level of membership in 2023, with enhanced benefits and prestigious awards of Platinum, Gold, Silver and Bronze membership. This enhanced level of membership relates to the level of achievement by members against their 5% aspiration in The Club's charter which they sign and then measure annually.

In its third year 180 members participated in and paid for this new service.

31 Members were awarded Platinum Membership

119 Members were awarded Gold Membership

22 Members were awarded Silver Membership

8 Members were awarded Bronze Membership

These enhanced levels of membership provided four major benefits:

- Recognition through the Award of Platinum, Gold, Silver or Bronze membership;
- Bespoke Research (delivered in partnership with Highfliers Research) centred on the five themes of: employment; breadth and balance of the "earn and learn" offering; inclusion and social mobility; scheme quality; and plans for future growth;
- An online Symposium;
- An Awards Celebratory Event held at the House of Lords in early December, which was attended by Rt Hon Robert Halfon MP in his capacity as Minister of State (Minister for Skills, Apprenticeships and Higher Education).

By going through this additional accredited audit, members received data which they can use in their ESG (Environmental, Social and Governance) reporting, in particular benchmarked data on skills investment and social mobility, diversity and inclusion data.

A grant was awarded to The 5% Club during 2023 by the ERA Foundation. This was awarded to facilitate the involvement of SMEs from the electrotech sector to participate in the Employer Audit.

A pre-pilot scheme was tested with eight SMEs in the supply chain of patron member Leonardo. All eight participants were awarded enhanced membership (seven Gold level and one Silver level) and this test phase provided invaluable insight to further enhance the approach as further Pilots (including the provision of a new Consultancy Service) are delivered in 2024. This will include the "rebadging" of our Employer Audit Supply Chain activities as The 5% Club Gravity scheme.

The Board agreed that this test pre-pilot phase should be allocated against the 2023 Employer Audit costs and the ERA Foundation grant should be carried over (as deferred income) into 2024 when it can be utilised to greater effect via an improved scheme.

FINANCIAL REVIEW

Financial position

The Club received donations of £472,737 in the year ended 31 December 2023 (2022: £400,005).

Expenditure on member services, and associated costs, amounted to £445,386, (2022: £335,177) in the year, and The Club incurred administrative and governance costs of £2,784 (2022: £2,571), giving total expenditure in the period of £448,170 (2022: £337,748). The net surplus for the period was £24,567 (2022: £62,257).

At 31 December 2023, The Club had total funds of £280,220, (2022: £255,653). This level of funds is in line with the trustees' plans to December 2023, whereby the balance will be utilised over time to support expansion of existing programmes while ensuring reserves are maintained at a prudent level.

Both income and expenditure are recognized at the point of commitment.

At the time of writing this report the trustees are satisfied that the charity's assets are available and adequate to fulfil its obligations.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

FINANCIAL REVIEW

Principal funding sources

While the Employer Audit and associated sponsorships are generating new revenue, The 5% Club operation in 2023 continued to rely on the generous support - in kind and/or in financial donations of a small number of patron members.

This included the continued secondment from Balfour Beatty of a member of staff to serve as Director of Operations.

This enabled the trustees to ensure that the day-to-day administration and compliance of The Club as well as the provision of events, thought leadership reports, surveys and other member services to encourage their earn and learn programmes, were delivered. The trustees would like to thank the following companies for their generous support of The 5% Club during 2023: Accuracy; Balfour Beatty Group plc; BPP; Leonardo; Lockheed Martin; MBDA; QinetiQ Group plc; and WSP.

Principal risks and uncertainties

The trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established systems and procedures to manage those risks. A risk register is discussed at the majority of Board meetings and updated according to the current operating environment. The principal risks faced by The Club are the failure to secure additional funds to support its work, failure to maintain relevance with members, and failure to achieve impact through its members, on beneficiaries. Plans are, therefore, closely examined not only for their relevance to our aims, but also their ability to mitigate these risks.

FUTURE PLANS

As well as four Board meetings, The Trustees also held an annual strategy meeting at the extended September Board meeting.

This provided a forum for Mark Cameron to review the strategy as presented to the Board at its 2022 strategy meeting with recommendations and ambitious targets for 2024. Areas included continuing best practice/networking events, sustaining patron funding and the development of the Employer Audit.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The 5% Club was incorporated as a Company Limited by Guarantee on 28 July 2016. It became a registered charity 1179354 on 26 July 2018.

The 5% Club Limited
Report of the Trustees
for the Year Ended 31 December 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Responsibilities of Trustees

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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 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 in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed; and
- 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 proper 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.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Organisational structure

The first directors were appointed for a term of three years and also became the first trustees. New trustees are appointed by existing trustees, by a majority. There must be at least two trustees. Decisions are made by trustees acting as a majority.

In selecting individuals for appointment as trustees, the trustees have regard to the skills, knowledge and experience needed for the effective administration of the charity.

There were nine trustees/directors as at 31 December 2023: David Mercer, Jo Volk, Victoria Scarth (Chair), Ritika Wadhwa, Isabel Divanna, Faheem Khan, Faisal Mahomed, Charlene Sagoe and Ozlem Gunduz Robinson.

As at 31 December 2023. The 5% Club had two employees. The Club is supported by a full-time Director of Operations, seconded under legal agreement from one of the patron corporate supporters of The 5% Club.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10301475 (England and Wales)

Registered Charity number

1179354

Registered office

212A Bocking Lane
Greenhill
Sheffield
Yorkshire
S8 7BP

The 5% Club Limited

Report of the Trustees
for the Year Ended 31 December 2023

Trustees

Ms V M Scarth Consultant
Ms J Volk Director Of Talent & Development (resigned 21.2.24)
S J Wardell Consultant (resigned 6.12.23)
D Mercer retired General Counsel and Company Sec
Ms R Wadhwa Chief Operating Officer
Dr. I R D N Divanna Business Development/Consultant (appointed 1.2.23) (resigned 1.2.24)
F A Khan Deputy Head Teacher (appointed 1.2.23)
F R Mahomed Executive Director (appointed 1.2.23)
Ms C P Sagoe Head of DE&I (appointed 3.4.23)
Ms O Gunduz-Robinson Head of International Private Banking (appointed 24.10.23)

Company Secretary

D Mercer

As part of Board succession planning, a number of new trustees were recruited and appointed over the last 18 months, with the aim of building a broad and well-diversified Board as well as allowing for a smooth transition from long-serving Trustees due to retire under normal governance best practise and/or for personal reasons.

Independent Examiner

Matthew Howe FCA
Wilson Howe Limited
Chartered Accountants
212A Bocking Lane
Greenhill
Sheffield
Yorkshire
S8 7BP

04/07/2024

Approved by order of the board of trustees on and signed on its behalf by:

Victoria Scarth

.....
Ms V M Scarth - Trustee

Independent Examiner's Report to the Trustees of
The 5% Club Limited

Independent examiner's report to the trustees of The 5% Club Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Matthew Howe

Matthew Howe FCA

Wilson Howe Limited
Chartered Accountants
212A Bocking Lane
Greenhill
Sheffield
Yorkshire
S8 7BP

Date: 04/07/2024

The 5% Club Limited

Statement of Financial Activities
for the Year Ended 31 December 2023

		31.12.23 Unrestricted fund £	31.12.22 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies	2	<u>472,737</u>	<u>400,005</u>
 EXPENDITURE ON			
Raising funds	3	<u>448,170</u>	<u>337,748</u>
 NET INCOME		24,567	62,257
 RECONCILIATION OF FUNDS			
Total funds brought forward		<u>255,653</u>	<u>193,396</u>
 TOTAL FUNDS CARRIED FORWARD		<u>280,220</u>	<u>255,653</u>

The notes form part of these financial statements

The 5% Club Limited

Balance Sheet
31 December 2023

	Notes	31.12.23 Unrestricted fund £	31.12.22 Total funds £
FIXED ASSETS			
Intangible assets	9	2,127	2,280
Tangible assets	10	<u>439</u>	<u>878</u>
		2,566	3,158
CURRENT ASSETS			
Debtors	11	59,194	99,051
Cash at bank		<u>443,569</u>	<u>281,426</u>
		502,763	380,477
CREDITORS			
Amounts falling due within one year	12	<u>(225,109)</u>	<u>(127,982)</u>
NET CURRENT ASSETS		<u>277,654</u>	<u>252,495</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>280,220</u>	<u>255,653</u>
NET ASSETS		<u>280,220</u>	<u>255,653</u>
FUNDS	13		
Unrestricted funds		<u>280,220</u>	<u>255,653</u>
TOTAL FUNDS		<u>280,220</u>	<u>255,653</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

The 5% Club Limited

Balance Sheet - continued
31 December 2023

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 04/07/2024 and were signed on its behalf by:

Victoria Scarth

.....
V M Scarth - Trustee



.....
F R Mahomed - Trustee

The notes form part of these financial statements

The 5% Club Limited

Cash Flow Statement
for the Year Ended 31 December 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	<u>162,143</u>	<u>97,444</u>
Net cash provided by operating activities		<u>162,143</u>	<u>97,444</u>
 Cash flows from investing activities			
Purchase of tangible fixed assets		<u>-</u>	<u>(1,317)</u>
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(1,317)</u>
		<u>-</u>	<u>-</u>
 Change in cash and cash equivalents in the reporting period		162,143	96,127
Cash and cash equivalents at the beginning of the reporting period		<u>281,426</u>	<u>185,299</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>443,569</u></u>	<u><u>281,426</u></u>

The notes form part of these financial statements

The 5% Club Limited

Notes to the Cash Flow Statement
for the Year Ended 31 December 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.23	31.12.22
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	24,567	62,257
Adjustments for:		
Depreciation charges	592	602
Decrease/(increase) in debtors	39,857	(62,821)
Increase in creditors	97,127	97,406
Net cash provided by operations	<u>162,143</u>	<u>97,444</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/1/23	Cash flow	At 31/12/23
	£	£	£
Net cash			
Cash at bank	<u>281,426</u>	<u>162,143</u>	<u>443,569</u>
	<u>281,426</u>	<u>162,143</u>	<u>443,569</u>
Total	<u>281,426</u>	<u>162,143</u>	<u>443,569</u>

The notes form part of these financial statements

The 5% Club Limited

Notes to the Financial Statements **for the Year Ended 31 December 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

The intangible asset was acquired in 2015 and amortisation is being charged on a straight line basis over its estimated useful life of 20 years.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

The 5% Club Limited

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

2. DONATIONS AND LEGACIES

	31.12.23	31.12.22
	£	£
Donations	122,000	122,000
Donated services and facilities	110,350	106,750
Sponsors	51,000	35,000
Employer audit	189,387	136,255
	<u>472,737</u>	<u>400,005</u>

3. RAISING FUNDS

Raising donations and legacies

	31.12.23	31.12.22
	£	£
Staff costs	235,485	199,849
Room hire	35,325	11,821
Insurance	759	668
Marketing	3,002	2,011
Telephone	718	393
Postage and stationery	547	206
Sundries	170	180
Employer Audit costs	149,580	107,544
Website costs	3,389	3,020
Administration assistance	8,008	3,663
Travelling and subsistence	6,733	3,755
Subscriptions	1,078	751
Bad debt	-	714
Amortisation	592	602
Support costs	2,784	2,571
	<u>448,170</u>	<u>337,748</u>

4. SUPPORT COSTS

	Finance	Governance	Totals
	£	costs £	£
Raising donations and legacies	<u>769</u>	<u>2,015</u>	<u>2,784</u>

5. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.23	31.12.22
	£	£
Depreciation - owned assets	439	439
Room hire	35,325	11,821
Patents and licences amortisation	<u>153</u>	<u>163</u>

The 5% Club Limited

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

7. STAFF COSTS

There were 2 part-time employees of The 5% Club in this accounting period, working alongside a seconded worker from Balfour Beatty PLC.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	<u>400,005</u>
 EXPENDITURE ON	
Raising funds	<u>337,748</u>
 NET INCOME	 62,257
 RECONCILIATION OF FUNDS	
Total funds brought forward	<u>193,396</u>
 TOTAL FUNDS CARRIED FORWARD	 <u><u>255,653</u></u>

9. INTANGIBLE FIXED ASSETS

	Patents and licences £
COST	
At 1 January 2023 and 31 December 2023	<u><u>3,258</u></u>
 AMORTISATION	
At 1 January 2023	978
Charge for year	<u>153</u>
 At 31 December 2023	 <u><u>1,131</u></u>
 NET BOOK VALUE	
At 31 December 2023	<u><u>2,127</u></u>
 At 31 December 2022	 <u><u>2,280</u></u>

The 5% Club Limited

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

10. TANGIBLE FIXED ASSETS

Computer
equipment
£

COST

At 1 January 2023 and 31 December 2023

1,317

DEPRECIATION

At 1 January 2023

439

Charge for year

439

At 31 December 2023

878

NET BOOK VALUE

At 31 December 2023

439

At 31 December 2022

878

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.12.23	31.12.22
£	£
Trade debtors	72,216
Other debtors	4,510
VAT	18,265
Prepayments	4,060
<u>59,194</u>	<u>99,051</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

31.12.23	31.12.22
£	£
Trade creditors	123,518
ERA foundation funds	-
Social security and other taxes	4,464
<u>225,109</u>	<u>127,982</u>

13. MOVEMENT IN FUNDS

	At 1/1/23 £	Net movement in funds £	At 31/12/23 £
Unrestricted funds			
General fund	255,653	24,567	280,220
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>255,653</u>	<u>24,567</u>	<u>280,220</u>

The 5% Club Limited

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	472,737	(448,170)	24,567
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>472,737</u>	<u>(448,170)</u>	<u>24,567</u>

Comparatives for movement in funds

	At 1/1/22 £	Net movement in funds £	At 31/12/22 £
Unrestricted funds			
General fund	193,396	62,257	255,653
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>193,396</u>	<u>62,257</u>	<u>255,653</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	400,005	(337,748)	62,257
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>400,005</u>	<u>(337,748)</u>	<u>62,257</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/1/22 £	Net movement in funds £	At 31/12/23 £
Unrestricted funds			
General fund	193,396	86,824	280,220
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>193,396</u>	<u>86,824</u>	<u>280,220</u>

The 5% Club Limited

Notes to the Financial Statements - continued
for the Year Ended 31 December 2023

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	872,742	(785,918)	86,824
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>872,742</u>	<u>(785,918)</u>	<u>86,824</u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2023.

The 5% Club Limited

Detailed Statement of Financial Activities
for the Year Ended 31 December 2023

	31.12.23 £	31.12.22 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	122,000	122,000
Donated services and facilities	110,350	106,750
Sponsors	51,000	35,000
Employer audit	<u>189,387</u>	<u>136,255</u>
	<u>472,737</u>	<u>400,005</u>
Total incoming resources	472,737	400,005
EXPENDITURE		
Raising donations and legacies		
Wages	235,485	199,849
Room hire	35,325	11,821
Insurance	759	668
Marketing	3,002	2,011
Telephone	718	393
Postage and stationery	547	206
Sundries	170	180
Employer Audit costs	149,580	107,544
Website costs	3,389	3,020
Administration assistance	8,008	3,663
Travelling and subsistence	6,733	3,755
Subscriptions	1,078	751
Bad debt	-	714
Amortisation	153	163
Depreciation of tangible fixed assets	<u>439</u>	<u>439</u>
	445,386	335,177
Support costs		
Finance		
Bank charges	769	574
Governance costs		
Accountancy and legal fees	<u>2,015</u>	<u>1,997</u>
Total resources expended	<u>448,170</u>	<u>337,748</u>
Net income	<u><u>24,567</u></u>	<u><u>62,257</u></u>

This page does not form part of the statutory financial statements