Inspira (01)

England & Wales · Charity number 1179502

Details

Other names	INSPIRA CUMBRIA LIMITED
Status	Registered
Legal form	Charitable company
Company number	04182567
Registered	2018-08-09
Register	View on the Charity Commission register

Contact

Address	Inspira Castle View Gillan Way Penrith 40 Business Park Penrith Cumbria
Phone	01931711300
Email	David.Emerson@inspira.org.uk
Website	www.inspira.org.uk

Activities

Objects: OBJECTS2 THE COMPANY'S OBJECTS ARE RESTRICTED SPECIFICALLY (IN EACH CASE, ONLY FOR THE PUBLIC BENEFIT) TO THE FOLLOWING:2.1 TO RELIEVE UNEMPLOYMENT IN SUCH WAYS AS MAY BE THOUGHT FIT [INCLUDING ASSISTANCE TO FIND EMPLOYMENT];2.2 TO HELP YOUNG PEOPLE AND ADULTS ADVANCE IN LIFE THROUGH PROVIDING SUPPORT AND ACTIVITIES WHICH DEVELOP THEIR SKILLS, CAPABILITIES AND CAPACITIES TO ENABLE THEM TO PARTICIPATE IN SOMETHING AS [MATURE AND RESPONSIBLE] INDIVIDUALS;2.3 TO PROMOTE SOCIAL INCLUSION BY PREVENTING PEOPLE FROM BEING OR BECOMING SOCIALLY EXCLUDED, HELPING PEOPLE WHO ARE USUALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY. ("SOCIALLY EXCLUDED" MEANS BEING EXCLUDED FROM SOCIETY OR PARTS OF SOCIETY AS A RESULT OF UNEMPLOYMENT, FINANCIAL HARDSHIP, AGE, UNLAWFUL DISCRIMINATION OR POOR EDUCATIONAL OR SKILLS ATTAINMENT);2.4 TO ADVANCE EDUCATION OF PEOPLE IN SUCH WAY AS THOUGHT FIT, INCLUDING PREPARATION FOR ENTRY TO ANY OCCUPATION, TRADE OF PROFESSION;2.5 TO PROMOTE EQUALITY AND DIVERSITY.

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Activities: Inspira empowers young people and adults to reach their potential in life, work and society. We do this by providing practical support, advice, guidance and action planning, work related experiences, personal development programmes, personal support and increased engagement in the community. We operate predominantly in the North West and North East of England.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, The General Public/mankind

Geography

- Blackburn With Darwen
- Blackpool
- Cumbria
- Lancashire
- Newcastle Upon Tyne City
- Northumberland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£5,681,398	£5,601,116	£2,239,148	110
2024-03-31	£5,337,343	£5,164,373	£2,158,865	114
2023-03-31	£6,296,725	£5,931,959	£1,926,895	145
2022-03-31	£5,463,267	£5,096,005	£876,129	133
2021-03-31	£4,806,102	£4,063,960	£-2,376,133	110

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Trustees

Name	Role	Appointed
GEORGE DAVID BEVERIDGE	Chair	2018-03-28
Alison Louise Robinson		2024-05-24
Arun Kumar		2024-05-24
DERICK NEIL PATTINSON		2018-03-28
JANE LOUISE WILDING		2018-03-28
Mark Bowman		2018-03-28
Robert James Scott		2022-07-22
SEAN LEE BALMER		2018-03-28

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Inspira (01)

England & Wales - Charity number 1179502

Accounts

Company registration number: 04182567

Charity registration number: 1179502

Inspira (01)

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Inspira (01)

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Inspira (01)

Reference and Administrative Details

Trustees	Mark Bowman, Chief Executive Sean Balmer Derick Pattinson George Beveridge, Chair Jane Wilding Ruth Harrison-Palmer (resigned 17 January 2025) Robert Scott Arun Kumar, (appointed 24 May 2024) Alison Robinson, (appointed 24 May 2024)
Secretary	David Emerson
Charity Registration Number	1179502
Company Registration Number	04182567
Registered Office	Castle View Gillan Way Penrith 40 Business Park Penrith Cumbria CA11 9BP
Auditor	Beever and Struthers The Beehive Lions Drive Shadsworth Business Park Blackburn BB1 2QS

Inspira (01)

Trustees report 24/25

Introduction
Welcome to our Trustees report for the year ended 2025. It was a challenging but ultimately successful year.

We have directly supported over 24,000 people to achieve better employment, education and training outcomes. In a challenging financial climate, the Trustees are proud of the charity's achievements and impact.

We have continued to deliver high quality and relevant careers and employability programmes. Our young people-focussed work has seen us help over 10,000 young people make the transition from compulsory education to further and higher education or begin their journey into the world of work, 3,200 of these have received impartial careers coaching. The focus is often those vulnerable groups who need the most support.

We continue to grow our offer to reduce youth unemployment and support young people who are Not in Education, Employment or Training (NEET), prioritising innovative ways of working to get better results. Our work with the longer term unemployed and economically inactive continues to develop. New programmes to help people with additional barriers to work, particularly with health conditions linking them to skills provision and live vacancies is helping both individuals and the wider economy. We have supported over 1100 economically inactive people.

To achieve such results, we need a highly qualified motivated and resilient team. At the core of our approach is the support beneficiaries receive from our advisers - trusted and skilled guidance professionals who take time to fully understand the people they support, look at their life, needs and goals in the round and help them make progress in the labour market.

It's why at our latest survey 97% take pride in working for Inspira and find their job satisfying. We know our numbers are good but we need external scrutiny to help us. We are a matrix accredited provider on our careers work and Ofsted said we are making progress in our first monitoring visit.

Our work has been in the backdrop of a new government and is aligned to support new policies such as Get Britain Working, Pathways to Work and the Youth Guarantee. We are closely aligned and supportive of the more localised approach being rolled out through English Devolution and continue to support both national and local partnerships.
To do this we need a clear strategy based on growth, impact and resilience and the trustees have worked with the senior team to refresh this strategy over the last year.

Looking forward to 2025/26 it's clear that the challenging financial climate will remain. The trustees feel we are well placed to be central to local developments to help move more people into employment and help the economy grow. As we move into our 25th year of operations, the experience, expertise and motivation we have, drives us to achieve even better results for everyone we work with.

We hope you enjoy reading our report.

The annual report was approved by the trustees of the charity on 26 September 2025 and signed on its behalf by:



....

Mark Bowman
Trustee

George Beveridge
Trustee

Inspira (01)

Trustees report 24/25

A) Policies & Objectives

Mission & Vision

Mission
By being Bold Relevant and Resilient our mission is to empower young people and adults to reach their full potential.

Our Vision
To be the best and most relevant careers and employability organisation in the region.

Our Aim
Is to empower people with the tools and confidence to navigate the ever evolving job market, making informed decisions that align with their passions and strengths.

Our Charitable purpose (objects)

The Charity's objects are restricted specifically (in each case, only for the public benefit) to the following:

•To relieve unemployment in such ways as may be thought fit including assistance to find employment.
•To help young people and adults advance in life through providing support and activities which develop their skills, capabilities and capacities to enable them to participate in something as mature and responsible individuals.
•To promote social inclusion by preventing people from being or becoming socially excluded, helping people who are usually excluded and assisting them to integrate into society. ("Socially excluded" means being excluded from society or parts of society as a result of unemployment, financial hardship, age, unlawful discrimination or poor educational or skills attainment).
•To advance education of people in such way as thought fit, including preparation for entry to any occupation, trade or profession.
•To promote equality and diversity.

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

B) Strategies for achieving objectives

During 2024/25 the trustees and senior team have invested time in developing a new strategic framework.

The strategy is based on 3 objectives
• To grow the charity's income and the number of customers we support through our programmes
• To maximise the impact of our programmes for the benefit of customers and the public
• To increase the resilience of the charity.

A framework has been agreed which includes key results, key actions and underpinning strategies to help achieve the overall objectives.

Inspira (01)

Trustees report 24/25

C) Main activities undertaken to further the charity's purpose for the public benefit

Statement of public benefit
Over the 12 month period covered by this report we have helped over 24,000 young people transition into further education, employment and training, helping develop their skills and capabilities. We have worked with over 7000 adults providing careers and employability support as well as skills training resulting in over 3,500 unemployed or economically inactive people gaining employment or accessing further training.

Trustees Assessment of public benefit.
The trustees are proud of the impact delivered through our major programmes. A full range of performance indicators are considered at every trustees meeting which helps satisfy them that the charity is providing public benefit and achieving its charitable purpose.

Safeguarding of beneficiaries and staff is high on the agenda. In the last 12 months the lead trustee for safeguarding has carried out a deep dive into procedures and practices. We have also carried out surveys of our teams 'lived experience' so we can be sure that we have the right experience to meet beneficiary need.

D) Achievement and Performance

Financial Review and Results for the Year:

The Statement of Financial Activities shows total income of £5,681,398 (2024: £5,337,343) and total expenditure of £5,601,116 (2024: £5,164,373) resulting in an operating surplus, for the 12-month period of £80,282 (2024 £172,971).

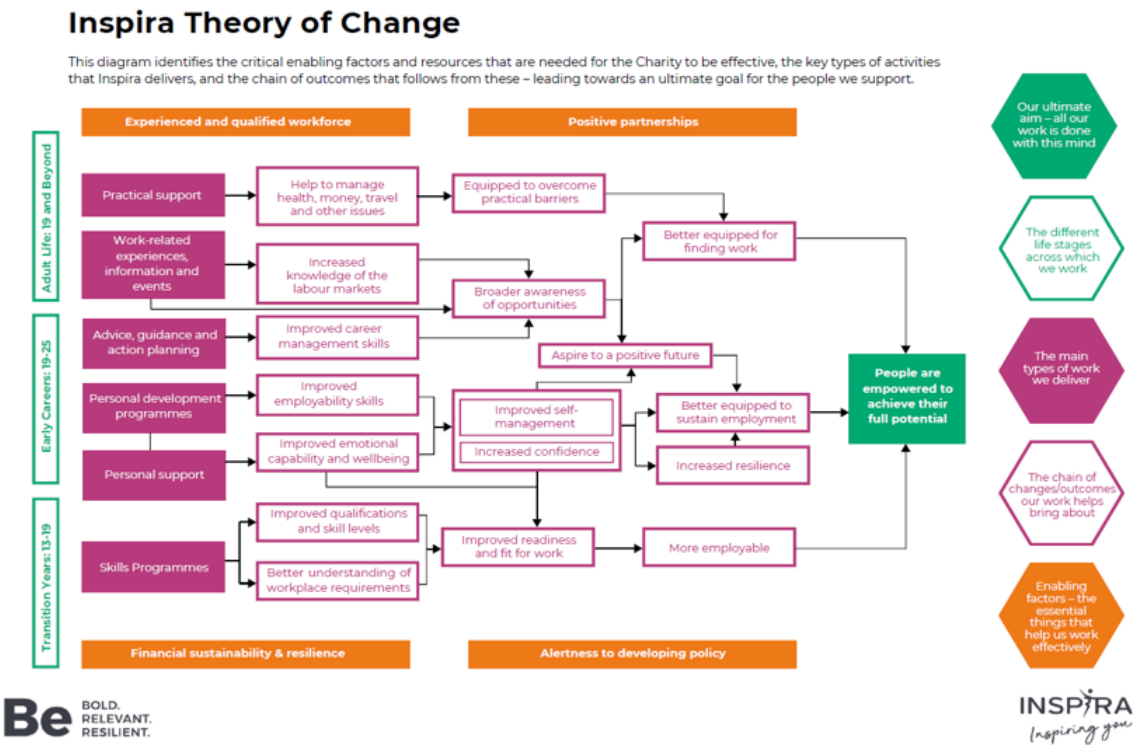
Income from adults and employability related contracts saw an increase of almost 30%. Young people related contracts saw a decrease of 18%.

E) Review of activities

How we work
This diagram identifies the crucial enabling factors and resources that are needed for the charity to be effective, the key types of activities that we deliver and the main outcomes that follows from these - leading towards an ultimate goal for the people we support.

Inspira (01)

Trustees report 24/25



Within this framework these are the major programmes we have delivered:

Targeted Careers Information, Advice and Guidance (CIAG).
Inspira has been commissioned to provide Careers Information, Advice and Guidance (CIAG) and support with progression planning to priority groups of young people. We also manage the September Guarantee to ensure all young people have a suitable offer of post-16 learning.

The Key
The Key offers skills support for adults in Cumbria who are unemployed and inactive in the labour market. Designed to match jobseekers with live local job opportunities, the programme aims to update and improve the skills of participants so that they can compete effectively in the labour market.

Restart
The Restart Scheme offers Universal Credit claimants who have been out of work for at least 6 months and have multiple barriers to employment enhanced support to find jobs in their local area. This is achieved through personalised one to one support and bespoke employer engagement.

The Adult Skills Fund (ASF)
The Adult Education Budget is a fund that has been set up by the government to help support the delivery of education and training to people aged 19 and over. We use it to provide skills training for unemployed adults.

National Careers Service
National Careers Service provides careers information, advice and guidance, targeted at adults. We can help our clients to make decisions on learning, training and work at all stages of their career with enhanced support for priority groups.

Launchpad
Launchpad offers NEET young people aged 16-24 across Cumbria a range of personalised support, tailored development opportunities, experiences and encounters with employers to help them progress into mainstream labour market opportunities, education and apprenticeships.

Lancashire Careers Hub
Lancashire Careers Hub is a collaboration of 154 secondary schools and colleges across the whole region who work together to deliver the Gatsby benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help improve careers outcomes for young people.

The Link
Employer encounters are vitally important for all young people. Through The Link we have built a network of SME employers to work with young people across Cumbria to understand the world of work and the skills that are valued in the workplace.

Multiply
Multiply is a government-funded programme to help adults improve their numeracy skills. It is aimed at people aged 19 and over and don’t have maths GCSE at grade C (or equivalent). They can access free numeracy courses through Multiply to build their confidence with numbers and gain a qualification.

Inspira (01)

Trustees report 24/25



What our beneficiaries say on completing our programmes:

• 99% are more confident & resilient
• 98% know how to prepare for interviews
• 100% know more about skills employers are looking for
• 98% understand more about local job opportunities
• 98% felt their careers interview help them feel more confident about future plans
• 99% felt their careers interview helped them understand different career options

F) Pension Schemes

The Charity operates a defined contribution scheme for employees, managed on the Charity's behalf by Aviva. Total combined employee and employer contributions exceed minimum percentage level requirements.

G) Investment Policy and Performance

In the current economic climate investment, stable cash reserves and competitive investment returns are being maintained as the Charity continues to generate additional income through its interest-bearing accounts held with its bank. The Charity has no other financial investments held in stock market or banking related products. The Charity owns its head office premises and generates rental income from part of the property on a five year lease that commenced in 2024.

H) Factors relevant to achieve objectives

People:
We have a great team of dedicated people, who, whatever their role are committed to improving outcomes for the people they work with. We currently have 120 colleagues, spread across our operational centres in Cumbria and Lancashire.

Keeping a dispersed team informed and motivated is crucial to achieving outcomes. Regular team meetings take place throughout the operation and the full charity meets twice a year alongside regular virtual briefings.

Training and development is crucial and colleagues have recorded over 2358 CPD hours this year. These are accessed across channels ranging from formal qualifications, online mandatory training and informed lunch and learn sessions. We continue to invest in people and at present 78% of delivery teams are qualified or working towards CIAG qualifications. With 70% qualified or working towards IPS and IEP qualifications.

We ask colleagues what they think every year, this year 96% felt informed, 97% take pride in belonging to the charity and 97% felt the values are embedded throughout the organisation. 100% said they were aware of their responsibilities regarding good health and safety practices.

Safeguarding:
Safeguarding both beneficiaries and colleagues is the highest of priorities for the trustees. We have a lead safeguarding trustee who has worked with the Senior Team to carry out an independent ‘deep dive’ into safeguarding practices and procedures. Safeguarding is a standing item on all team meetings and in the staff survey 100% of colleagues reported that they are aware of responsibilities regarding Safeguarding and Prevent with young people/vulnerable adults.

Equality, Diversity and Inclusion (EDI):
Trustees want to make sure our work and working for or with Inspira is open to everyone and take on active role in promoting EDI. They recognise the impact and value it brings to organisational culture, performance and community impact. Trustees have agreed an EDI policy and monitor an action plan to further enhance progress. The plan is based on governance, workforce and beneficiaries. This year we repeated a ‘lived experience’ survey to help make sure our teams reflect the communities they work with.

Quality:

The Company undertakes a number of measures to ensure that work undertaken is accurate and of a consistent high standard and that all recording is contract compliant.

Performance measures include:
• Observations of practice including one to one interventions with customers, group work and delivery of training
• Monitoring of customer records including the quality of action plans produced
• Compliance checks
• Gathering of customer feedback
• Achievement of outcomes and progressions by customers

We are also externally verified and accredited achieving a number of standards
• Matrix - The Matrix standard is owned by the Department for Education and ensures the delivery of high quality Information Advice and Guidance services which support people to achieve their fully potential
• Ofsted - Who assess the quality of the adult skills funding provision
• ISO27001 - Assessing the quality and effectiveness of our information management systems
• Disability Confident - Department for Work and Pensions accreditation for employing people with health conditions and disabilities

Central to developing services in the work and health sector we are preparing for Individual Placement Support (IPS) fidelity review to ensure the continuing improvement of the quality of the supported employment services.

Partnerships:

Partnerships and collaboration is crucial to make sure public and charitable money is spent in the best possible way. We support an increasing range of strategic and operational partnerships at a national, regional and local level.

We are members of a number of national trade associations and practitioner bodies such as Careers England (CEO is current chair), Employment Related Services Association (ERSA), Careers Development Institute (EDI) and Institute of Employability Professionals (IEP).

We work closely with all councils and unitary authorities in our footprint. We work with Schools, Colleges, Universities, Multi-Agency Trusts (MATS) and Alternative Provisions providers as well as a host of voluntary and community organisations.

To make sure we can help people get jobs now or in the future we need to have excellent partnerships with local employers. This year we have worked with over 700 to help them fill vacancies and inspire the future workforce. We are actively working in partnership, supporting a diverse range of employers, creating inspiring, innovative and sector specific employment programmes that help them fill their workforce needs and help local people into work.

We deliver contracts on behalf of:
• Cumberland council
• DWP
• DfE
• EDT
• G4S
• Lancashire county council
• Seetec
• Westmorland and Furness council

We have also received funding from:
• BAE systems
• Blackpool council
• Cumbria Chamber of Commerce
• Cumbria Community Foundation
• Cumbria Youth Alliance
• English Football League Trust
• Geological Disposal Facility Community Partnership

I) Going Concern

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

J) Reserves Policy

Inspira needs free reserves to enable it to fulfil its charitable obligations and commitments. The Charity also requires reserves to ensure continuance of these obligations in the event of any unexpected revenue shortfall.

Free reserves are defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity and therefore excluding those designated for particular purposes and those already utilised in purchasing tangible fixed assets. Free reserves should not be mistaken for cash reserves.

Inspira's policy in the long term is to aim to hold reserves equal to not less than three months normal running costs. The directors/trustees believe that the reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable objectives. The charity's short-term objective is to ensure that the combination of cash and realisable fixed assets is sufficient to meet current and anticipated obligations.

On 31 March 2025, free reserves stood at £1,334,817. Based on average budgeted levels of expenditure in 2025/26 this level of reserves satisfies the requirements of this policy.

Structure, Governance and Management

K) Constitution

The Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21 March 2018.

The Charity is constituted under a Memorandum of Association dated 21 March 2018 and its registered charity number is 1179502.

Every member undertakes to contribute an amount not exceeding £1 in the event of the Charity being wound up. On 31 March 2025 the Charity had 8 members, individuals who are the trustees.

The Charity was incorporated on 19 March 2001 and commenced trading on that date.

There have been no changes to the charitable objects since the last trustees' annual report.

On the 8th February 2024 the Charity changed its name to Inspira (01). It continues to trade as Inspira.

L) Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Potential trustees are identified via widespread advertising and by partner organisations or serving directors/trustees and have the necessary skills and experience to complement the current Board.

On appointment each new director/trustee receives an induction pack which outlines the role and responsibilities of becoming a director/trustee to the organisation, terms and conditions of the appointment, background details of the Charity and information relating to the conduct of the Board, including matters reserved, standing orders and specific policies and procedures.

In May 2024 two new trustees were appointed.

M) Policies adopted for the induction and training of Trustees

Every year Trustees carry out an annual Board evaluation which includes an online survey and analysis or results at the subsequent Board meeting. The evaluation covers areas such as:

- Charitable purposes
- Leadership
- Strategy
- Internal control and compliance
- Equality, diversity and inclusion
- Risk management
- Board development

The Charity has also benchmarked against the Charity Governance code and uses this as a tool for improvement.

N) Pay policy for senior staff

The pay policy for senior staff is based on industry benchmarks.

The Chair of the Board is responsible for the Chief Executive's performance development review and the Board determine an annual pay review, with the employment contract and policies of the organisation.

O) Organisational structure and decision making

The Company was established in March 2001. In August 2018 we became a registered charity.

The Chief Executive, under the delegation from the Board is responsible for the day-to-day management of the Company. The Senior Management Team is comprised of the CEO, delivery Director, Head of employability and Chief Financial Officer. The responsibility of the SMT is to manage and develop the Company as effectively as possible.

The Board of Trustees meets at least six times a year. The Chair is a non-executive chosen by the Board. Committees have delegated authority to review business areas such as Finance and Growth, People and Performance and related areas. Committees meet at least four times a year.

P) Risk Management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Senior management monitors the key risks on a day-to-day basis and assesses the controls used for managing those risks. The Board formally reviews and documents the principal risks facing the business. The Charity has a policy of being risk aware as opposed to risk averse.

The principal risks and uncertainties facing the Charity are as follows:

- Loss of main contracts
- Inability to staff services
- Infrastructure failure
- Subcontractor/supply chain partner performance
- Contract profitability
- Opportunities not taken
- Major incident relating to safeguarding or health and safety or beneficiaries
- Poor external verification from regulators

Q) Future Development

The charity has a main aim to empower people to achieve their full potential, to do this we have an established a Theory of Change (E) which identifies the critical enabling factors that are needed for the charity to be effective, our future developments is based on this model.

In May 2025 the trustees agreed a new strategic framework linking our strategic values:

- Be Bold
- Be Relevant
- Be Resilient

to the new strategic objectives based on Growth, Impact and Resilience. They are:

- To grow the charities income and the number of customers we support through our programmes
- To maximise the impact of our programmes for the benefit of customers and the public
- To increase the resilience of the Charity key results and key actions support each of the strategic objectives

R) Plans for future period

The charity has realistic plans for organic growth in the future period based on strong financial performance. We will seek to exploit new opportunities to further benefit our beneficiaries.

We are particularly hopeful that the journey to English devolution will mean a greater role in both the development and delivery of future programmes. We believe our experience and infrastructure makes us uniquely placed to deliver the most comprehensive offer in the region.

S) Future public benefit

Demand for the work that we do is high, the rise in unemployment and economic inactivity means when our programmes work well, we can deliver public benefit on a larger scale. Our new strategy sets stretching targets to have more impact with 16-25 year olds, those economically inactive and unemployed beneficiaries.

The new programmes that we are developing will help get more people from these groups into work.

T) Statement of Trustees responsibility

The Trustees will ensure that the Charity continues to benefit the public by providing strong governance and the Senior Management Team will provide strong management responding where appropriate to any requirements laid down by the Charity Commission.

The trustees (who are also the directors of Inspira (01) for the purposes of company law) are responsible for preparing 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 report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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, comprising FRS 102 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

U) Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

V) Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

Inspira (01)

Independent Auditor's Report to the Members of Inspira (01)

Opinion

We have audited the financial statements of Inspira (01) (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, [and the provisions available for small entities, in the circumstances set out in note to the financial statements], and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Independent Auditor's Report to the Members of Inspira (01)

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the .

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the (set out on page), the trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Independent Auditor's Report to the Members of Inspira (01)

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

• We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
• We assessed the extent of compliance with the laws and regulations identified as key to the entity through making enquiries of management and inspecting legal correspondence; and
• Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

• Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
• Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
• Reviewing the key areas of the financial statements most susceptible to fraud whilst tailoring our audit plans.

To address the risk of fraud through management bias and override of controls, we:

• Performed analytical procedures to identify any unusual or unexpected relationships;
• Tested journal entries to identify unusual transactions;
• Assessed whether judgements and assumptions made in determining the accounting estimates, such as the investment property valuation, were indicative of potential bias;
• Investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:
• Agreeing financial statement disclosures to underlying supporting documentation;
• Reading the minutes of meetings of those charged with governance;
• Enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion,

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Inspira (01)

Independent Auditor's Report to the Members of Inspira (01)

Use of our report
This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Suzanne Lomax FCA (Senior Statutory Auditor)
For and on behalf of Beever and Struthers, Statutory Auditor

The Beehive
Lions Drive
Shadsworth Business Park
Blackburn
BB1 2QS

26 September 2025

Inspira (01)

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Charitable activities	3	4,067,797	1,512,930	5,580,727	5,230,590
Investment income	4	86,229	-	86,229	89,801
Other income	5	14,442	-	14,442	16,952
Total income		4,168,468	1,512,930	5,681,398	5,337,343
Expenditure on:					
Charitable activities	6	(4,084,223)	(1,516,893)	(5,601,116)	(5,164,372)
Total expenditure		(4,084,223)	(1,516,893)	(5,601,116)	(5,164,372)
Net income/(expenditure)		84,245	(3,963)	80,282	172,971
Other recognised gains and losses					
Gains/losses on revaluation of fixed assets		-	-	-	59,000
Net movement in funds		84,245	(3,963)	80,282	231,971
Reconciliation of funds					
Total funds brought forward		2,145,112	13,754	2,158,866	1,926,895
Total funds carried forward	20	2,229,357	9,791	2,239,148	2,158,866

All of the charity's activities derive from continuing operations during the above period.

The funds breakdown for 2024 is shown in note 20.

Inspira (01)

(Registration number: 04182567)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	485,540	490,112
Investments	13	409,000	409,000
		894,540	899,112
Current assets			
Debtors	14	609,703	931,412
Cash at bank and in hand	15	1,346,300	1,173,954
		1,956,003	2,105,366
Creditors: Amounts falling due within one year	16	(611,395)	(845,612)
Net current assets		1,344,608	1,259,754
Net assets		2,239,148	2,158,866
Funds of the charity:			
Restricted income funds			
Restricted funds	20	9,791	13,754
Unrestricted income funds			
Unrestricted funds		2,229,357	2,145,112
Total funds	20	2,239,148	2,158,866

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

These financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements on pages 19 to 37 were approved by the trustees, and authorised for issue on 26 September 2025 and signed on their behalf by:

Mark Bowman

.....
Mark Bowman
Trustee

Inspira (01)

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income		80,282	231,970
Adjustments to cash flows from non-cash items			
Depreciation		82,101	87,600
Investment income	4	(86,229)	(62,050)
Fair value gain on investment property		-	(59,000)
		76,154	198,520
Working capital adjustments			
Decrease/(increase) in debtors	14	321,709	(376,336)
Decrease in creditors	16	(234,217)	(204,172)
Irrecoverable VAT		-	52,016
Net cash flows from operating activities		163,646	(329,972)
Cash flows from investing activities			
Interest receivable and similar income	4	86,229	62,230
Purchase of tangible fixed assets	12	(77,529)	(43,762)
Net cash flows from investing activities		8,700	18,468
Cash flows from financing activities			
Repayment of loans and borrowings	16	-	(121,675)
Net increase/(decrease) in cash and cash equivalents		172,346	(433,179)
Cash and cash equivalents at 1 April		1,173,954	1,607,133
Cash and cash equivalents at 31 March		1,346,300	1,173,954

All of the cash flows are derived from continuing operations during the above two periods.

Inspira (01)

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
Castle View
Gillan Way
Penrith 40 Business Park
Penrith
Cumbria
CA11 9BP

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation
Inspira (01) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The 2024 comparative figures presented within the financial statements include two presentational reclassification of balances previously reported within the notes to the financial statements. Bank interest income has been reclassified as investment income (2024: other income), and accrued income has been reclassified to prepayments and accrued income (2024: other debtors). These changes have been reflected in the notes to the financial statements, however this has not impacted the reported results for the prior year.

Going concern
At the balance sheet date, the charity had net current assets of £1,344,608, net assets of £2,239,148 and a strong cash position of £1,346,300.

The trustees have reviewed the financial position together with the post year end performance of the charity, and have deemed the going concern basis appropriate, Management and the trustees continue to monitor the cash position, and have confirmed that there is sufficient cash to pay liabilities as they fall due for at least 12 months from signing these financial statements.

Judgements and key sources of estimation
Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

Valuation of investment property
The charity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. Management engaged an independent valuation specialist to determine fair value. The valuer used a valuation technique underpinned by rental yields, based on the open market value of the property.

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

Where contract income requires the charity to deliver on set performance criteria, income is recognised once the required conditions have been achieved.

Where the charity receives an upfront delivery fee in respect of a contract with attached performance conditions, delivery fee income is released once outcomes have been achieved over the life of the contract.

Grants are received from donors and other sponsors. For those that are to fund specific projects, these are held as restricted funds. Where a project is not finished within the financial year, the balance of grants, net expenditure to date, is carried forward as restricted funds.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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

Support costs
Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out centrally.

Governance costs
Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Government grants
Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets
Tangible assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation and amortisation
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life on a straight line basis as follows:

Asset class	Depreciation method and rate
Freehold property	40 years
Leasehold improvements	in line with the lease term
Computer equipment	3 years
Equipment	3 years

Investment properties
Investment property is carried at fair value reviewed by the directors annually. The value is derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of Financial Activities.

Trade debtors
Trade debtors and other debtors are amounts due from customers for services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers.

Trade creditors are recognised at the transaction price.

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

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

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

Hire purchase and finance leases
Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

Pensions and other post retirement obligations
The charity operates a defined contribution pension scheme for certain employees and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Financial instruments

Classification

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

3 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £
Young People	1,698,765	100,000	1,798,765
Adults and Employability	2,184,277	1,285,360	3,469,637
Other	184,755	127,570	312,325
	4,067,797	1,512,930	5,580,727

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Young People	2,207,970	-	2,207,970
Adults and Employability	2,068,680	624,439	2,693,119
Other	248,616	80,885	329,501
	4,525,266	705,324	5,230,590

4 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	49,142	49,142	62,230
Rental income	37,087	37,087	27,571
	86,229	86,229	89,801

The 2024 investment income was all unrestricted.

5 Other income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Other income	14,442	14,442	16,952

The 2024 other income was all unrestricted.

6 Expenditure on charitable activities

	Note	Unrestricted funds General £	Restricted funds £	Total 2025 £
Direct costs		3,532,687	1,516,893	5,049,580
Allocated support costs		510,651	-	510,651
Governance costs	7	40,885	-	40,885
		4,084,223	1,516,893	5,601,116

	Note	Unrestricted funds General £	Restricted funds £	Total 2024 £
Direct costs		3,844,935	719,520	4,564,455
Allocated support costs		555,099	-	555,099
Governance costs	7	44,818	-	44,818
		4,444,852	719,520	5,164,372

	Activity undertaken directly £	Activity support costs £	2025 £
Direct costs	5,049,580	551,536	5,601,116

	Activity undertaken directly £	Activity support costs £	2024 £
Direct costs	4,564,455	599,917	5,164,372

Notes to the Financial Statements for the Year Ended 31 March 2025

Analysis of direct costs

	Direct Costs 2025	Total Funds 2025
	£	£
Wages and salaries	3,733,055	**3,733,055**
Subcontractor costs	676,107	**676,107**
Direct project costs	264,677	**264,677**
Travel and motor expenses	78,753	**78,753**
Advertising, conventions and shows	36,426	**36,426**
Bank charges	2,775	**2,775**
Property costs	204,103	**204,103**
Meeting room hire and refreshments	37,503	**37,503**
Quality and performance management	16,181	**16,181**
	5,049,580	**5,049,580**

	Direct Costs 2024	Total Funds 2024
	£	£
Wages and salaries	3,716,762	**3,716,762**
Subcontractor costs	308,283	**308,283**
Direct project costs	99,864	**99,864**
Irrecoverable VAT	55,245	**55,245**
Travel and motor expenses	81,566	**81,566**
Vehicle leasing charges	96	**96**
Advertising, conventions and shows	21,710	**21,710**
Bank charges	2,861	**2,861**
Property costs	238,159	**238,159**
Meeting room hire and refreshments	30,282	**30,282**
Quality and performance management	9,627	**9,627**
	4,564,455	**4,564,455**

Analysis of support costs

	Support costs 2025	Total Funds 2025
	£	£
Wages and salaries	91,007	**91,007**
Depreciation	83,157	**83,157**
Office expenses	182,677	**182,677**
Audit and accountancy	17,000	**17,000**
Legal and professional	23,885	**23,885**
Trade subscriptions	3,591	**3,591**
Sundry expenses	83,716	**83,716**
Irrecoverable VAT	66,503	**66,503**
	551,536	**551,536**

	Support costs 2024	Total Funds 2024
	£	£
Wages and salaries	100,576	**100,576**
Depreciation	61,371	**61,371**
Office expenses	256,154	**256,154**
Interest payable	1,597	**1,597**
Audit and accountancy	15,075	**15,075**
Legal and professional	29,743	**29,743**
Trade subscriptions	300	**300**
Sundry expenses	83,085	**83,085**
Irrecoverable VAT	52,016	**52,016**
	599,917	**599,917**

In addition to the expenditure analysed above, there are also governance costs of £40,885 (2024 - £44,818) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Audit fees			
Audit of the financial statements	17,000	17,000	15,075
Legal and professional fees	23,885	23,885	29,743
	40,885	40,885	44,818

8 Trustees remuneration and expenses

No trustees received payment for their role as a trustee.

One trustee received remuneration of £91,077 (2024: £89,464) during the year for their role as chief executive officer.

No trustees have received any reimbursed expenses from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	3,301,159	3,288,946
Social security costs	296,458	294,187
Contribution to defined contribution pension schemes	226,490	234,206
	3,824,107	3,817,339

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Employees	110	114

The number of employees whose emoluments fell within the following bands was:

	2025 No	2024 No
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

Key management personnel for the year was comprised of 4 people (2024: 4). The total employee benefits of the key management personnel of the charity were £264,553 (2024 - £314,520).

10 Auditors' remuneration

	2025 £	2024 £
Other fees to auditors		
The auditing of accounts of any associate of the charity	14,500	14,800
All other non-audit services	2,500	4,500
	17,000	19,300

11 Taxation

The income and gains of the charity are exempt from taxation to the extent that they are applied to its charitable objectives.

12 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Computer equipment £	Long-term leasehold property improvements £	Total £
Cost					
At 1 April 2024	473,951	137,140	437,023	219,192	1,267,306
Additions	-	50,826	12,115	14,588	77,529
Disposals	-	(72,145)	(258,675)	(106,896)	(437,716)
At 31 March 2025	473,951	115,821	190,463	126,884	907,119
Depreciation					
At 1 April 2024	97,776	91,287	387,336	200,795	777,194
Charge for the year	10,579	33,242	30,347	7,933	82,101
Eliminated on disposals	-	(72,145)	(258,675)	(106,896)	(437,716)
At 31 March 2025	108,355	52,384	159,008	101,832	421,579
Net book value					
At 31 March 2025	365,596	63,437	31,455	25,052	485,540
At 31 March 2024	376,175	45,853	49,687	18,397	490,112

13 Fixed asset investments

	2025	2024
	£	£
Investment properties	409,000	409,000

Investment properties

	Investment properties
	£
Cost or Valuation	
At 1 April 2024	409,000
Provision	
At 31 March 2025	-
Net book value	
At 31 March 2025	409,000
At 31 March 2024	409,000

The fair value is based on the valuation undertaken by Hyde Harrington, a firm of Chartered Surveyors in March 2024. The basis for valuation is an open market value. The trustees view is that this valuation is equally applicable at 31 March 2025.

14 Debtors

	2025	2024
	£	£
Trade debtors	206,937	475,773
Prepayments and accrued income	402,766	455,639
	609,703	931,412

15 Cash and cash equivalents

	2025	2024
	£	£
Cash at bank	1,346,300	1,173,954

16 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	79,374	86,815
Other taxation and social security	208,292	175,010
Other creditors	33,654	194
Accruals and deferred income	290,075	583,593
	611,395	845,612

Total deferred income of £407,558 (2024: £608,693) was brought forward of which £407,558 (2024: £278,773 was released in the year. At the balance sheet date there was £166,510 (2024: £407,558) of deferred income included within accruals and deferred income.

17 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £
Other	
Within one year	4,567
Between one and five years	7,993
	12,560

18 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The assets of the scheme are held seperately from those of the group in an independently administered fund. The pension cost charge in note 10 represents contributions payable by the charity to the fund. At the balance sheet date £33,654 (2024: £194) was payable to the fund and is included in other creditors.

19 Contingent liabilities

The charity occupies several leased properties, and there may be dilapidation costs accrued on these leases. The Trustees at this stage do not have a reliable estimate of these costs to make any necessary provision. The intention of the Trustees is to obtain further clarifications of any dilapidation costs in the coming year.

20 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General				
Unrestricted funds	2,145,111	4,168,469	(4,084,223)	2,229,357
Restricted funds				
UKSPF - W&F	-	456,457	(456,457)	-
UKSPF - Cumberland	-	293,200	(293,200)	-
UKSPF - Link	-	100,000	(100,000)	-
UKSPF - Launchpad	-	100,000	(100,000)	-
UKSPF - Partnership	-	230,000	(230,000)	-
UKSPF - NHS	-	50,000	(50,000)	-
Multiply - Lancs	-	101,203	(101,203)	-
Multiply - Cumbria	-	104,500	(104,500)	-
Food W&F	-	17,056	(7,265)	9,791
Eden Youth	3,970	35,730	(39,700)	-
NEET PDP	9,784	24,784	(34,568)	-
Total restricted funds	13,754	1,512,930	(1,516,893)	9,791
Total funds	2,158,865	5,681,399	(5,601,116)	2,239,148

Eden Youth Project
The Eden Youth project is funded by Westmorland & Furness Council to proactively engage with individuals within the Eden area through a programme of engagement/activity. Budgeting & Debt Advice Employer Recruitment group sessions, open drop in, mentoring job and life skills training. Clients who are disengaged, disadvantaged and are isolated young people in the margins of the community and society where engagement is required prior to any conversation around work needs can take place, which can only be beneficial after the removal of barriers identified. The work will include clients living in the outlying towns in Eden where transport into Penrith is a challenge and digital isolation is an issue.

Copeland Community Fund - Self-Employment
Funded through the Copeland Community Fund and working in partnership with the "Money Education Support Service" Inspira run a support programme to help candidates in Copeland explore selfemployment as a sustainable career option. The 4 week class room based programme will help individuals set up a business plan, explore financial planning and marketing, set up a website or Facebook page, understand the legal side of starting up a small business and educate people in sales and customer service. The programme will then support people for an additional 4 months on a one to one basis managing budgets and benefit payment until the business is at a financially viable stage.

Selnet
Funded by the Building Better Opportunities Programme, via Selnet Limited, the project aims to engage and inspire the most disadvantaged young people resident in the Lancashire LEP area. It will target 16-24 year olds who are unemployed or economically inactive with multiple social, emotional and economic barriers. It will provide a personalised approach to address a wide range of needs and barriers to move participants closer to employment.

UK Shared Prosperity Funds
Funded by the UKSPF, via local councils, the project addresses several issue and needs impacting upon the local labour market and the economic prospects of residents by providing unemployed/economically inactive participants with focused, practical support to boost their employability and help them move quickly into jobs. Each programme is tailored to the needs of an individual employer or local growth sector.

Multiply
Multiply is the Government's numeracy programme delivered through the UK Shared Prosperity Fund. The Local approach is to enable local areas to deliver bespoke adult numeracy interventions and carry out Evaluation - Build the evidence base on "what works" in improving functional adult numeracy.

N**EET PDP**
Funded by the Cumbria Community Foundation, this programme provides support and personal development opportunities for NEET young people to help improve their confidence and resilience and to re-engage and move them towards training and/or work.

Food W&F
The lunch provision programme, funded by Westmorland and Furness Council, is designed to support individuals participating in Inspira programmes who are unemployed or economically inactive. These individuals typically have low incomes, limited employment.

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
General					
Unrestricted funds	1,898,945	4,609,956	(4,422,789)	59,000	2,145,112
Restricted					
Self Employed	6,769	5,340	(12,109)	-	-
Selnet	4,457	(172)	(4,285)	-	-
UKSPF - Copeland	16,724	31,446	(48,170)	-	-
UKSPF - W&F	-	183,346	(183,346)	-	-
UKSPF - Cumberland	-	144,000	(144,000)	-	-
Multiply - Lancs	-	117,428	(117,428)	-	-
Multiply - Cumbria	-	181,509	(181,509)	-	-
Eden Youth	-	49,491	(45,521)	-	3,970
NEET PDP	-	15,000	(5,216)	-	9,784
Total restricted funds	27,950	727,388	(741,584)	-	13,754
Total funds	1,926,895	5,337,344	(5,164,373)	59,000	2,158,866

21 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Tangible fixed assets	485,540	-	485,540
Fixed asset investments	409,000	-	409,000
Current assets	1,936,421	19,582	1,956,003
Current liabilities	(601,604)	(9,791)	(611,395)
Total net assets	2,229,357	9,791	2,239,148

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	490,111	-	490,111
Fixed asset investments	409,000	-	409,000
Current assets	2,053,373	51,994	2,105,367
Creditors over 1 year	(807,372)	(38,240)	(845,612)
Total net assets	2,145,112	13,754	2,158,866

22 Analysis of net funds

	At 1 April 2024 £	Financing cash flows £	At 31 March 2025 £
Cash at bank and in hand	1,173,954	172,346	1,346,300
Net funds	1,173,954	172,346	1,346,300

	At 1 April 2023 £	Financing cash flows £	At 31 March 2024 £
Cash at bank and in hand	1,607,133	(433,179)	1,173,954
Debt due within one year	(30,250)	30,250	-
Debt due after more than one year	(40,662)	40,662	-
Net funds	1,536,221	(362,267)	1,173,954

23 Related party transactions

The charity received £7,250 from two schools which are members of the Cumbria Education Trust. A trustee is the chair of the Trust.

£4,000 was received from Workington Academy and £3,250 was received from Queen Katherine School.

In 2024, the charity also paid £4,000 for membership costs for 2023/24 and 2024/25 to Careers England, a charitable company where a trustee is also a director as well as £4,400 for services provided by Cartmell Shepherd, a legal firm where a former trustee was also an employee.

Other related party transactions are disclosed in notes 8 and 9.

24 Controlling party

The ultimate controlling party of the charity is the Board of Trustees.

25 Prior year Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Charitable activities	3	4,525,266	705,324	5,230,590
Investment income	4	89,801	-	89,801
Other income	5	16,952	-	16,952
Total income		4,632,019	705,324	5,337,343
Expenditure on:				
Charitable activities	6	(4,444,852)	(719,520)	(5,164,372)
Total expenditure		(4,444,852)	(719,520)	(5,164,372)
Net income/(expenditure)		187,167	(14,196)	172,971
Other recognised gains and losses				
Gains/losses on revaluation of fixed assets		59,000	-	59,000
Net movement in funds		246,167	(14,196)	231,971
Reconciliation of funds				
Total funds brought forward		1,898,945	27,950	1,926,895
Total funds carried forward	20	2,145,112	13,754	2,158,866

Inspira (01)

England & Wales - Charity number 1179502

Accounts

Registered number: 04182567
Charity number: 1179502

INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

ArmstrongWatson®

Accountants, Business & Financial Advisers

INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)
(A company limited by guarantee)

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INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2024

Trustees	Mark Bowman, Chief Executive Sean Balmer, Trustee Derick Pattinson, Trustee George Beveridge, Chairman Jane Wilding, Trustee Samuel Lyon, Trustee (resigned 9 January 2024) Ruth Harrison-Palmer, Trustee Stephen Sankson, Trustee (resigned 31 July 2023) Robert Scott, Trustee Arun Kumar, Trustee (appointed 24 May 2024) Alison Robinson, Trustee (appointed 24 May 2024)
Company registered number	04182567
Charity registered number	1179502
Registered office	Castle View Gillan Way Penrith 40 Business Park Penrith Cumbria CA11 9BP
Company secretary	David Emerson
Chief executive officer	Mark Bowman
Independent auditors	Armstrong Watson Audit Limited Chartered Accountants & Statutory Auditors James Watson House Montgomery Way Rosehill Carlisle Cumbria CA1 2UU

INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their annual report together with the audited financial statements of Inspira (01) for the year 1 April 2023 to 31 March 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE

Welcome to our Trustees report for 2023/24. We are delighted that we have directly supported over 32,500 people to achieve better employment, education and training outcomes. We have indirectly supported thousands more.

The last year has been very important for Inspira, there has been much change in both national and local government arrangements, the external landscape has been challenging but ultimately positive. We have worked hard to translate national policy into relevant working solutions, designing bold programmes that resonate with beneficiaries, employers and commissioners. Doing this has enhanced our reputation and we are a significant regional presence in the Careers and Employability landscape with a reputation that is respected nationally.

All of this work would not be possible without a great team of people. We really understand the need for a resilient and motivated workforce. Our most recent survey shows that 97% take pride in being part of Inspira.

In a year of change locally, successfully tendering for key local government contracts such as Targeted Careers Information advice and guidance, Careers Hubs, Employability programmes and Multiply has been fundamental to our success. Winning new nationally tendered work such as Adult Education Budget and gaining extensions to nationally delivered contracts such as Restart and National Careers Service means the regional offer we put forward for beneficiaries is comprehensive and as seamless as possible. We deliver locally to the communities who need it the most. We are constantly looking for opportunities to help improve our charitable objectives.

To continue to innovate and deliver timely relevant programmes we need good governance. The trustees follow the Charity Governance Code as a framework and work towards its recommendations. To make sure we are serving all of the communities in our geographical footprint we are reviewing our Equality, Diversity and Inclusion (EDI) strategy. An initial action plan has been produced that supports and promotes EDI across the charity. We continue to innovate with new technologies to help both staff and beneficiaries.

We are proud of the work that we do and we have invested in making sure people know about it both within the charity and with stakeholders. Videos showing both beneficiary and staff stories have been produced and media interaction has been high.

We are pleased with the progress we have made over the last year and are very much focussed on the change that a new government will bring and how ultimately we can support more people.

George Beveridge – Chair Mark Bowman – Chief Executive

a. Policies and objectives

Mission and Vision

Inspira works to connect people with education and employers.

Our mission is to empower young people and adults to help them reach their potential in life, work and society.

Our Values are

- Be Bold
- Be Resilient
- Be Relevant

Our Charitable Objects

The Charity's objects are restricted specifically (in each case, only for the public benefit) to the following:

- To relieve unemployment in such ways as may be thought fit including assistance to find employment.
- To help young people and adults advance in life through providing support and activities which develop their skills, capabilities and capacities to enable them to participate in society as mature and responsible individuals.
- To promote social inclusion by preventing people from being or becoming socially excluded, helping people who are usually excluded and assisting them to integrate into society. ("Socially excluded" means being excluded from society or parts of society as a result of unemployment, financial hardship, age, unlawful discrimination or poor educational or skills attainment).
- To advance education of people in such way as thought fit, including preparation for entry to any occupation, trade or profession.
- To promote equality and diversity.

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

b. Strategies for achieving objectives

The Trustees have agreed a strategic planning framework based on the following principles:

- Size of charity
- What we deliver
- Where we deliver
- The capabilities and resources to deliver
- Sustainability

Following its charitable objects, Inspira exists to help young people and adults reach their full potential, in work, life and society. The services, programmes and ultimately the benefits that Inspira can offer are chosen to help fulfil the mission.

c. Main activities undertaken to further the charity's purposes for the public benefit

Statement on Public Benefit

The Trustees have taken into consideration the Charity's Commission guidance on Public Benefit in preparing their statements on public benefit contained within this Trustees Annual Report.

Over the financial year covered by this report the charity has worked with over 25,000 young people helping them develop their skills and capabilities and preventing them from becoming socially excluded. It has worked with nearly 7,500 adults, providing advice and skills to relieve unemployment, advancing their skills and capabilities to find employment. Working with over 700 employers we have helped over 3300 adults find employment or further training.

Trustees Assessment of Public Benefit

As well as overseeing the services and programmes the Charity delivers, the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

The Trustees see a full range of performance indicators at every Trustees meeting which helps satisfy them that the Charity is providing public benefit and achieving its charitable objects.

The full range of programmes that Inspira delivers provide crucial services to the communities that we work in. All programmes are carefully selected to ensure they meet the objects of the Charity and provide added value to its beneficiaries.

With a growing geographical footprint the Trustees are confident that not only is Public Benefit being provided, it is being provided to a growing number of beneficiaries.

Achievements and performance

c. Key performance indicators

Financial Review and Results for the Year:

The Statement of Financial Activities shows total income of £5,337,343 (2023: £6,296,725) and total expenditure of £5,164,373 (2023: £5,931,959) leading to an operating surplus, for the 12 month period of £172,970 (2023 £364,766).

Following the end of the previous National Citizen Service contract in 2022/23, total income decreased during 2023/24. There was also a corresponding reduction in expenditure during the year. During the year new contracts have been won and income is expected to return to 2022/23 levels.

d. Review of activities

We are experienced in providing inspiring and powerful programmes to change an individuals life so that they are supported as they broaden their horizons and reach to achieve their potential. The programmes we manage and deliver have a positive impact on people’s lives.

As a charitable company working in the employability skills field, we are driven by our BOLD, RESILIENT and RELEVANT values.

We ensure young people and adults have access to and experience the working world and have the knowledge and skills to succeed. By doing this, we help build stronger, bolder local communities that are resilient to changes in the economy and relevant for the modern world and workplace.

Our major programmes at a glance

We are experienced in providing inspiring and powerful programmes to change an individual's life so that they are supported as they broaden their horizons and reach to achieve their potential.

The programmes we manage have a positive impact on people's lives:

The Key

The Key offers skills support for adults in Cumbria who are unemployed and inactive in the labour market. Designed to match jobseekers with live local job opportunities, the programme aims to update and improve the skills of participants so that they can compete effectively in the labour market.

The Link

Employer encounters are vitally important for all young people. Through The Link we have built a network of SME employers to work with young people across Cumbria to understand the world of work and the skills that are valued in the workplace.

Targeted Careers Information, Advice and Guidance (TCIAG).

Inspira has been commissioned to provide TCIAG and support with progression planning to priority groups of young people. We also manage the September Guarantee to ensure all young people have a suitable offer of post-16 learning.

Multiply

Multiply is a government-funded programme to help adults improve their numeracy skills. It is aimed at people aged 19 and over and don’t have maths GCSE at grade C (or equivalent). They can access free numeracy courses through Multiply to build their confidence with numbers and gain a qualification.

Lancashire Careers Hub

Lancashire Careers Hub is a collaboration of 154 secondary schools and colleges across the whole region who work together to deliver the Gatsby benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help improve careers outcomes for young people.

National Careers Service

National Careers Service provides careers information, advice and guidance, targeted at adults. We can help our clients to make decisions on learning, training and work at all stages of their career with enhanced support for priority groups.

Education, Training, Employment

ETE helps men on probation with gaining new skills, qualifications, training and funding or maintaining work. Our advisers provide a number of interventions including mentoring, disclosure advice and support with literacy and numeracy.

Launchpad

Launchpad offers NEET young people aged 16-24 across Cumbria a range of personalised support, tailored development opportunities, experiences and encounters with employers to help them progress into mainstream labour market opportunities, education and apprenticeships.

Restart

The Restart Scheme offers Universal Credit claimants who have been out of work for at least 9 months and have multiple barriers to employment enhanced support to find jobs in their local area. This is achieved through personalised one to one support and bespoke employer engagement.

The Adult Education Budget (AEB)

The Adult Education Budget is a fund that has been set up by the government to help support the delivery of education and training to people aged 19 and over.

Our Stories

We believe that our beneficiaries are best placed to talk about the work we do.

Experiencing peoples stories first hand can be incredibly powerful. This year we commissioned two videos to highlight the impact of our work.

As you watch, you'll see how Inspira's support can truly be described as life changing.



To watch 'Our Work with Young People' video, please scan the QR code.

Or visit https://www.youtube.com/watch?v=G1tonR-Yr1w



To watch 'Our Work with Adults' video, please scan the QR code.

Or visit https://www.youtube.com/watch?v=RvcN7HwOO3Q

e. Pension schemes

The Charity operates a defined contribution scheme for employees, managed on the Charity's behalf by Aviva. Total combined employee and employer contributions exceed minimum percentage level requirements.

f. Investment policy and performance

In the current economic climate investment returns are improving and the Charity continues to generate interest through its interest-bearing accounts held with its bank. The Charity has no other financial investments held in stock market or banking related products. The Charity owns its head office premises and generates rental income from part of the property.

g. Factors relevant to achieve objectives

Our People:

Our people drive the outcomes we achieve for both beneficiaries and commissioners. During the year we have had a dedicated team who, whatever their role in the charity are focussed on providing high quality services to get the best possible outcomes. We work hard to develop the team and alongside a host of formal sector based and statutory qualifications, we have delivered 430 training modules resulting in 2339 CPD hours. We bring the whole team together twice a year to celebrate success and tackle issues that are important to the team. This year we had a focus on Artificial Intelligence (AI).

We are always looking at ways to improve communication and engagement and have set up a series of 'lunch and learn' sessions as an informal way to provide peer support and improve outcomes. We have delivered 75 sessions. We make sure we ask the teams opinions, this year in our annual survey 97% of the team would recommend Inspira as an employer and 95% believed we live our values.

This year we also asked the whole team to complete an anonymous Mental Toughness Questionnaire (MTQ) and each colleague received a personalised report and the anonymised company profile has provided rich data to help us support staff in a more focussed way.

The quality of our work is a key factor in our success. We have produced an initial self assessment and are preparing for a monitoring visit from Ofsted.

We have been re-accredited with the Matrix Standard which gives assurance of the quality of Information, Advice and Guidance the Charity delivers.

The Trustees receive a safeguarding update at every Board meeting and a full annual review. Following this years review we have also undertaken a 'deep dive' with all staff and subcontractors to give further assurance.

We are a disability confident employer and amongst other accreditations hold the ISO27001 Information Security Standard.

Partnerships

Partnerships and collaboration is important to avoid duplication and to make sure public and charitable money is spent in the best possible way. As well as delivering our major programmes we collaborate and participate in numerous strategic and operational partnerships.

We work closely with all of local councils and unitary authorities in our footprint. We work with schools, colleges, universities, Multi Academy Trusts (MATs) and Pupil Referral Units (PRU's) to deliver outcomes to young people.

To help people get jobs, now or in the future we need to have excellent partnerships with local employers. This year we have worked with over 700 employers to help them fill vacancies and inspire the future workforce. We are actively working in partnerships, supporting a diverse range of employers, creating inspiring, innovative and sector specific employment programmes that help them fill their workforce needs and help local people into work.

We are members of a number of national trade associations and practitioner bodies such as Careers England (CEO is current Chair), Employment Related Services Association (ERSA), Careers Development Institute (CDI) and the Institute of Employability Professionals (IEP).

The Trustees regularly review the Charity's approach to stakeholder engagement and to deliver maximum impact to its beneficiaries.

We deliver contracts on behalf of:
Blackpool council
Cumberland Council
DWP
Education & Skills Funding Agency
EDT
G4S
Lancashire County Council
Maximus
Seetec
Westmorland and Furness Council

We have also received funding from :
BAE
Cavendish Nuclear
Cumbria Community Foundation
Cumbria LEP
Energus
GDF Community Partnership
REACT Foundation
RE:Vision

h. Going concern

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

i. Reserves policy

Inspira needs free reserves to enable it to fulfil its charitable obligations and commitments that it enters into. The Charity also requires reserves to ensure continuance of these obligations in the event of any unexpected revenue shortfall.

Free reserves are defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity and therefore excluding those designated for particular purposes and those already utilised in purchasing tangible fixed assets. Free reserves should not be mistaken for cash reserves.

Inspira's policy in the long term is to aim to hold reserves equal to not less than three months normal running costs. The directors/trustees believe that the reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable objectives. The charity's short term objective is to ensure that the combination of cash and realisable fixed assets is sufficient to meet current and anticipated obligations.

At 31 March 2024, free reserves stood at £1,246,000, this fell approximately 10% short of the three months running costs stated in this policy.

Structure, governance and management

j. Constitution

The Charity was incorporated on 19 March 2001 and commenced trading on that date.

The Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21 March 2018.

The Charity is constituted under a Memorandum of Association dated 21 March 2018 and its registered charity number is 1179502.

On the 8th February 2024 Inspira Cumbria Limited changed its name to Inspira (01). It continues to trade as Inspira.

Every member undertakes to contribute an amount not exceeding £1 in the event of the Charity being wound up. As at 31st March 2024 the Charity had 7 members, individuals who are the trustees.

There have been no changes to the charitable objects since the last annual report.

k. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Potential trustees are identified via widespread advertising and by partner organisations or serving directors/trustees and have the necessary skills and experience to complement the current Board.

On appointment each new director/trustee receives an induction pack which outlines the role and responsibilities of becoming a director/trustee to the organisation, terms and conditions of the appointment, background details of the Charity and information relating to the conduct of the Board, including matters reserved, standing orders and specific policies and procedures.

In May 2024 two new Trustees have been appointed.

l. Policies adopted for the induction and training of Trustees

Every year Trustees carry out an annual Board evaluation which includes an online survey and analysis or results at the subsequent Board meeting. The evaluation covers areas such as:

- Organisational purpose
- Leadership
- Strategy
- Internal control and compliance
- Board behaviours
- Risk capability
- Board development

The Charity has also benchmarked against the Charity Governance code and uses this as a tool for improvement.

m. Pay policy for senior staff

The pay policy for senior staff is based on industry benchmarks.

The Chair of the Board is responsible for the Chief Executive's performance development review and the Board determine an annual pay review, with the employment contract and policies of the organisation.

n. Organisational structure and decision making

The Company was established in March 2001. In August 2018 we became a registered charity.

The Chief Executive, under the delegation from the Board is responsible for the day-to-day management of the Company. The Senior Management Team is comprised of the CEO, delivery Director, Head of employability and Chief Financial Officer. The responsibility of the SMT is to manage and develop the Company as effectively as possible.

The Board of Trustees meets at least six times a year. The Chair is a non-executive chosen by the Board. Committees have delegated authority to review business areas such as Finance and Growth, People and Performance and related areas. Committees meet at least three times a year.

o. Risk management

The Trustees have identified the major risks to which the charity is exposed, and how these risks are managed and are satisfied that the systems and procedures put in place effectively mitigate these.

Senior management monitors the key risks on a day to day basis and assesses the controls used for managing those risks. The Board formally reviews and documents the principal risks facing the business. The Charity has a

policy of being risk aware as opposed to risk averse.

The principal risks and uncertainties facing the Charity are as follows:

- Loss of main contracts due to change in government policy, competition, poor performance, unviability.
- Reputational damage/factors affecting business continuity.
- Technological issues – resilience of telecommunications and IT infrastructure.
- Loss of key personnel.
- Major incident relating to the Safeguarding or health and safety of staff or beneficiaries.
- Opportunities not taken.
- Subcontractor / supply chain partner performance.

Future development

The Charity has a main aim of supporting as many people as possible to reach their full potential. This remains the key driver, but we are acutely aware that to achieve this we must maintain financial sustainability. Strategic plans are in place to help this happen which include growth, both geographically and in the charitable activities that we deliver.

In May 2022 the Trustees agreed the continuation framework for a refreshed five-year strategy. Based on the success of the previous strategy it covers

- Size of the charity
- What we deliver
- Where we deliver
- The capabilities and resources to deliver
- Sustainability

It was agreed in May 2024 that work would begin to develop a new strategic planning framework that will enhance the ambition of the Charity.

Plans for future periods

As a new government is elected there will be inevitable change which we expect will lead to opportunity. We have stability of a number of contracts which means we can focus on expanding our offer. We are concentrating on our young people, younger adults and longer term unemployed people as our priority beneficiaries within that group.

We will also focus on those with care experience, special educational needs and experience of the criminal justice system. We believe our experience and infrastructure makes us uniquely placed to deliver the best and most comprehensive offer in the region.

Future Public Benefit

Demand for employability services from both a beneficiary and employer perspective continues to grow. We have seen a growth in the number of beneficiaries we support and we expect this to continue. We expect a growth in support to young people.

The Trustees will ensure that the Charity continues to benefit the public by providing strong governance and the Senior Management Team will provide strong management responding where appropriate to any requirements laid down by the Charity Commission.

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

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

M Bowman

M Bowman (Aug 22, 2024 10:34 GMT+1)

.....

Mr M Bowman
Trustee

Date: 22/08/2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

Opinion

We have audited the financial statements of Inspira (01) (formerly known as Inspira Cumbria Limited) (the 'charity') for the year ended 31 March 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- We assessed the extent of compliance with the laws and regulations identified as key to the entity through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity’s financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Reviewing the key areas of the financial statements most susceptible to fraud whilst tailoring our audit plans.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates, such as the investment property valuation, were indicative of potential bias;
- Investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Lauren Graham (Aug 22, 2024 13:51 GMT+1)

Lauren Graham (Senior statutory auditor)
for and on behalf of
Armstrong Watson Audit Limited
Chartered Accountants & Statutory Auditors
Carlisle

Date: 22/08/2024

INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Charitable activities	3	**4,525,266**	**705,324**	**5,230,590**	6,161,005
Exceptional income	4	**-**	**-**	**-**	75,639
Investments	5	**27,571**	**-**	**27,571**	29,667
Other income	6	**79,182**	**-**	**79,182**	30,414
Total income		**4,632,019**	**705,324**	**5,337,343**	6,296,725
Expenditure on:					
Charitable activities	7	**4,444,853**	**719,520**	**5,164,373**	5,931,959
Total expenditure		**4,444,853**	**719,520**	**5,164,373**	5,931,959
Net income/(expenditure) before net gains on investments		**187,166**	**(14,196)**	**172,970**	364,766
Fair value gain on investment property		**59,000**	**-**	**59,000**	-
Net movement in funds before other recognised gains/(losses)		**246,166**	**(14,196)**	**231,970**	364,766
Other recognised gains/(losses):					
Defined benefit pension scheme		**-**	**-**	**-**	686,000
Net movement in funds		**246,166**	**(14,196)**	**231,970**	1,050,766
Reconciliation of funds:					
Total funds brought forward		**1,898,945**	**27,950**	**1,926,895**	876,129
Net movement in funds		**246,166**	**(14,196)**	**231,970**	1,050,766
Total funds carried forward		**2,145,111**	**13,754**	**2,158,865**	1,926,895

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

The notes on pages 20 to 38 form part of these financial statements.

INSPIRA (01) (FORMERLY KNOWN AS INSPIRA CUMBRIA LIMITED)

(A company limited by guarantee)
REGISTERED NUMBER: 04182567

BALANCE SHEET
AS AT 31 MARCH 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	12		**490,111**		489,050
Investment property	13		**409,000**		350,000
			899,111		839,050
Current assets					
Debtors	14	**931,412**		530,496	
Cash at bank and in hand		**1,173,954**		1,607,133	
		2,105,366		2,137,629	
Creditors: amounts falling due within one year	15	**(845,612)**		(1,009,122)	
Net current assets			**1,259,754**		1,128,507
Total assets less current liabilities			**2,158,865**		1,967,557
Creditors: amounts falling due after more than one year	16		**-**		(40,662)
Total net assets			**2,158,865**		1,926,895
Charity funds					
Restricted funds	17		**13,754**		27,950
Unrestricted funds	17		**2,145,111**		1,898,945
Total funds			**2,158,865**		1,926,895

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

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

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

M Bowman
M Bowman (Aug 22, 2024 10:34 GMT+1)

.....

Mark Bowman
Chief Executive Officer

Date: 22/08/2024

The notes on pages 20 to 38 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	**(329,972)**	298,934
Cash flows from investing activities		
Dividends, interests and rents from investments	**62,230**	13,582
Purchase of tangible fixed assets	**(43,762)**	(67,824)
Net cash provided by/(used in) investing activities	**18,468**	**(54,242)**
Cash flows from financing activities		
Repayments of borrowing	**(121,675)**	(32,328)
Net cash used in financing activities	**(121,675)**	**(32,328)**
Change in cash and cash equivalents in the year	**(433,179)**	**212,364**
Cash and cash equivalents at the beginning of the year	**1,607,133**	1,394,769
Cash and cash equivalents at the end of the year	**1,173,954**	1,607,133

The notes on pages 20 to 38 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspira (01) (formerly known as Inspira Cumbria Limited) meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

On 8 February 2024 the charity changed its name from Inspira Cumbria Limited to Inspira (01).

1.2 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Going concern

At the balance sheet date, the charity had net current assets of £1,259,754, net assets of £2,158,865 and a strong cash position of £1,173,954.

The trustees have reviewed the financial position together with the post year end performance of the charity, and have deemed the going concern basis appropriate. Management and the trustees continue to monitor the cash position, and have confirmed that there is sufficient cash to pay liabilities as they fall due for at least 12 months from signing these financial statements.

1.4 Income

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

Where contract income requires the charity to deliver on set performance criteria, income is recognised once the required conditions have been achieved.

Where the charity receives an upfront delivery fee in respect of a contract with attached performance conditions, delivery fee income is released once outcomes have been achieved over the life of the contract.

Grants are received from donors and other sponsors. For those that are to fund specific projects, these are held as restricted funds. Where a project is not finished within the financial year, the balance of grants, net of expenditure to date, is carried forward as restricted funds.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1. Accounting policies (continued)

1.5 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out centrally.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.6 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.7 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.8 Interest income

Interest income is recognised in the Statement of financial activities using the effective interest method.

1.9 Finance costs

Finance costs are charged to the Statement of financial activities over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

1.10 Borrowing costs

All borrowing costs are recognised in the Statement of financial activities in the year in which they are incurred.

1.11 Pensions

Defined contribution pension plan

The charity operates a defined contribution pension scheme for certain employees and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

1. Accounting policies (continued)

1.12 Cash at bank and in hand

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

1.13 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 40 years
Leasehold improvements	- in line with the lease term
Computers	- 3 years
Equipment	- 3 years

1.14 Investment property

Investment property is carried at fair value reviewed by the directors annually. The directors have engaged with a professional surveyor to help them to assess the fair value at the balance sheet date. The value is derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of financial activities.

1.15 Debtors

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

1.16 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

1.17 Provisions for liabilities

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

1.18 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1. Accounting policies (continued)

1.19 Fund accounting

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

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

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

2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

Key sources of estimation uncertainty

Valuation of investment property
The charity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. Management engaged an independent valuation specialist to determine fair value. The valuer used a valuation technique underpinned by rental yields, based on the open market value of the property.

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

3. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Young People	2,207,970	-	**2,207,970**
Adults & Employability	2,068,680	624,439	**2,693,119**
Other	248,616	80,885	**329,501**
Total 2024	4,525,266	705,324	**5,230,590**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Young People	3,321,039	-	3,321,039
Adults & Employability	2,208,493	-	2,208,493
Other	237,838	393,635	631,473
Total 2023	5,767,370	393,635	6,161,005

4. Exceptional income

Income from non charitable trading activities

	Total funds 2024 £
VAT rebate	**-**

	Unrestricted funds 2023 £	Total funds 2023 £
VAT rebate	75,639	75,639

5. Investment income

	Unrestricted funds 2024 £	**Total funds 2024 £**
Rental income	27,571	**27,571**

	Unrestricted funds 2023 £	Total funds 2023 £
Rental income	29,667	29,667

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

6. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £
Other income	16,952	**16,952**
Interest receivable	62,230	**62,230**
	79,182	**79,182**

	Unrestricted funds 2023 £	Total funds 2023 £
Other income	16,832	16,832
Interest receivable	13,582	13,582
	30,414	30,414

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Direct costs	4,444,853	719,520	**5,164,373**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Direct costs	5,552,912	379,047	5,931,959

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

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	**Support costs 2024 £**	**Total funds 2024 £**
Direct costs	4,564,455	599,917	**5,164,372**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Direct costs	5,184,866	747,093	5,931,959

Analysis of direct costs

	Direct Costs 2024 £	**Total funds 2024 £**
Wages and salaries	3,716,762	**3,716,762**
Subcontractor costs	308,283	**308,283**
Direct project costs	99,864	**99,864**
Irrecoverable VAT	55,245	**55,245**
Travel and motor expenses	81,566	**81,566**
Vehicle leasing charges	96	**96**
Advertising, conventions and shows	21,710	**21,710**
Bank charges	2,861	**2,861**
Property costs	238,159	**238,159**
Meeting room hire and refreshments	30,282	**30,282**
Quality and performance management	9,627	**9,627**
	4,564,455	**4,564,455**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Direct Costs 2023 £	Total funds 2023 £
Wages and salaries	4,273,017	4,273,017
Subcontractor costs	336,633	336,633
Recruitment and staff training	97,678	97,678
Travel and motor expenses	154,027	154,027
Vehicle leasing charges	171	171
Advertising, conventions and shows	37,714	37,714
Bank charges	2,953	2,953
Property costs	210,659	210,659
Meeting room hire and refreshments	72,014	72,014
	5,184,866	5,184,866

Analysis of support costs

	Support Costs 2024 £	**Total funds 2024 £**
Wages and salaries	100,576	**100,576**
Depreciation	61,371	**61,371**
Office expenses	256,154	**256,154**
Interest payable	1,597	**1,597**
Audit and accountancy fees	15,075	**15,075**
Legal and professional fees	29,743	**29,743**
Trade subscriptions	300	**300**
Sundry expenses	83,085	**83,085**
Irrecoverable VAT	52,016	**52,016**
	599,917	**599,917**

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Support Costs 2023 £	Total funds 2023 £
Wages and salaries	100,006	100,006
Depreciation	52,118	52,118
Office expenses	292,123	292,123
Interest payable	5,093	5,093
Audit and accountancy fees	23,530	23,530
Legal and professional fees	14,051	14,051
Trade subscriptions	22,786	22,786
Sundry expenses	184,792	184,792
Irrecoverable VAT	52,594	52,594
	747,093	747,093

9. Auditors' remuneration

	2024 £	2023 £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	**14,800**	14,000
Fees payable to the charity's auditor in respect of:		
All non-audit services not included above	**4,500**	3,150

10. Staff costs

	2024 £	2023 £
Wages and salaries	**3,288,946**	3,634,457
Social security costs	**294,187**	329,416
Contribution to defined contribution pension schemes	**234,206**	409,151
	3,817,339	4,373,024

10. Staff costs (continued)

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

	2024	2023
	No.	No.
Employees	**114**	145

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £80,001 - £90,000	**1**	-
In the band £90,001 - £100,000	**-**	1

Key management personnel for the year was comprised of 4 people (2023 - 5). The aggregate remuneration of key management personnel in the year was £314,520 (2023 - £419,721).

11. Trustees' remuneration and expenses

No Trustees received payment for their role as a Trustee.

One trustee received remuneration amounting to £89,464 in the current year (2023 - £93,025) for their services as Chief Executive Officer.

During the year ended 31 March 2024, £nil (2023 - £84) expenses were reimbursed to trustees for their role as a trustee.

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

12. Tangible fixed assets

	Freehold property £	Long-term leasehold property improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation					
At 1 April 2023	**473,951**	**213,767**	**96,836**	**420,026**	**1,204,580**
Additions	**-**	**5,425**	**40,304**	**16,997**	**62,726**
At 31 March 2024	**473,951**	**219,192**	**137,140**	**437,023**	**1,267,306**
Depreciation					
At 1 April 2023	**87,201**	**196,959**	**81,400**	**349,970**	**715,530**
Charge for the year	**10,575**	**3,836**	**9,887**	**37,366**	**61,664**
At 31 March 2024	**97,776**	**200,795**	**91,287**	**387,336**	**777,194**
Net book value					
At 31 March 2024	**376,175**	**18,397**	**45,853**	**49,687**	**490,112**
At 31 March 2023	386,750	16,808	15,436	70,056	489,050

13. Investment property

	Freehold investment property £
Valuation	
At 1 April 2023	**350,000**
Surplus on revaluation	**59,000**
At 31 March 2024	**409,000**

The fair value is based on the valuation undertaken by Hyde Harrington, a firm of Chartered Surveyors in March 2024. The basis for valuation is on an open market value.

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

14. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**475,773**	125,123
Other debtors	**363,309**	367,304
Prepayments and accrued income	**92,330**	38,069
	931,412	530,496

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Bank loans	**-**	30,250
Trade creditors	**86,815**	15,428
Other taxation and social security	**175,010**	68,583
Other creditors	**194**	31,914
Accruals and deferred income	**583,593**	862,947
	845,612	1,009,122

Total deferred income of £608,693 was brought forward of which £278,773 was released in year. At the balance sheet date there was £407,558 of deferred income included within accruals and deferred income.

During the year, the bank loan relating to the head office premises was repaid in full.

16. Creditors: Amounts falling due after more than one year

	2024 £	2023 £
Bank loans	**-**	40,662

Included within the above are amounts falling due as follows:

	2024 £	2023 £
Between one and two years		
Bank loans	**-**	40,662

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds					
General funds	**1,898,945**	**4,632,019**	**(4,444,853)**	**59,000**	**2,145,111**
Restricted funds					
Self employment project	**6,769**	**-**	**(6,769)**	**-**	**-**
Selnet	**4,457**	**(172)**	**(4,285)**	**-**	**-**
UKSPF - Copeland	**16,724**	**14,722**	**(31,446)**	**-**	**-**
UKSPF - W&F	**-**	**183,346**	**(183,346)**	**-**	**-**
UKSPF - Cumberland	**-**	**144,000**	**(144,000)**	**-**	**-**
Multiply - Lancs	**-**	**117,428**	**(117,428)**	**-**	**-**
Multiply - Cumbria	**-**	**181,509**	**(181,509)**	**-**	**-**
Eden Youth	**-**	**49,491**	**(45,521)**	**-**	**3,970**
NEET PDP	**-**	**15,000**	**(5,216)**	**-**	**9,784**
	27,950	**705,324**	**(719,520)**	**-**	**13,754**
Total of funds	**1,926,895**	**5,337,343**	**(5,164,373)**	**59,000**	**2,158,865**

17. Statement of funds (continued)

Eden Youth Project

The Eden Youth project is funded by Westmorland & Furness Council to proactively engage with individuals within the Eden area through a programme of engagement/activity. Budgeting & Debt Advice Employer Recruitment group sessions, open drop in, mentoring, job and life skills training. Clients who are Disengaged, Disadvantaged and are isolated young people in the margins of the community and society where engagement is required prior to any conversation around work needs can take place, which can only be beneficial after the removal of barriers identified. The work will include clients living in the outlying towns in Eden where transport into Penrith is a challenge and digital isolation is an issue.

Copeland Community Fund - Self-Employment

Funded through the Copeland Community Fund and working in partnership with the “Money Education Support Service” Inspira run a support programme to help candidates in Copeland explore self-employment as a sustainable career option. The 4 week class room based programme will help individuals set up a business plan, explore financial planning and marketing, set up a website or Facebook page, understand the legal side of starting up a small business and educate people in sales and customer service. The programme will then support people for an additional 4 months on a one to one basis managing budgets and benefit payment until the business is at a financial viable stage.

Selnet

Funded by the Building Better Opportunities Programme, via Selnet Limited, the project aims to engage and inspire the most disadvantaged young people resident in the Lancashire LEP area. It will target 16-24 year olds who are unemployed or economically inactive with multiple social, emotional and economic barriers. It will provide a personalised approach to address a wide range of needs and barriers to move participants closer to employment.

UK Shared Prosperity Funds

Funded by the UKSPF, via local councils, the project addresses several issue and needs impacting upon the local labour market and the economic prospects of residents by providing unemployed/economically inactive participants with focused, practical support to boost their employability and help them move quickly into jobs. Each programme is tailored to the needs of an individual employer or local growth sector.

Multiply

Multiply is the Government’s numeracy programme delivered through the UK Shared Prosperity Fund. The Local approach is to enable local areas to deliver bespoke adult numeracy interventions and carry out Evaluation – Build the evidence base on “what works” in improving functional adult numeracy.

NEET PDP

Funded by the Cumbria Community Foundation, this programme provides support and personal development opportunities for NEET young people to help improve their confidence and resilience and to re-engage and move them towards training and/or work.

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

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General funds	1,553,825	5,903,090	(5,552,912)	(5,058)	-	1,898,945
Pension reserve	(686,000)	-	-	-	686,000	-
	867,825	5,903,090	(5,552,912)	(5,058)	686,000	1,898,945
Restricted funds						
Eden youth hub	5,641	48,409	(54,050)	-	-	-
Self employment project	2,663	13,896	(9,790)	-	-	6,769
Ready for work - Blackpool (CRF)	-	93,741	(98,799)	5,058	-	-
Selnet	-	74,981	(70,524)	-	-	4,457
UK Shared Prosperity Funds	-	162,608	(145,884)	-	-	16,724
	8,304	393,635	(379,047)	5,058	-	27,950
Total of funds	876,129	6,296,725	(5,931,959)	-	686,000	1,926,895

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

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	490,111	-	**490,111**
Investment property	409,000	-	**409,000**
Current assets	2,053,373	51,994	**2,105,367**
Creditors due within one year	(807,372)	(38,240)	**(845,612)**
Total	2,145,112	13,754	**2,158,866**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	489,050	-	489,050
Investment property	350,000	-	350,000
Current assets	2,109,679	27,950	2,137,629
Creditors due within one year	(1,009,122)	-	(1,009,122)
Creditors due in more than one year	(40,662)	-	(40,662)
	(1)	-	(1)
Total	1,898,944	27,950	1,926,894

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

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	**231,970**	364,766
Adjustments for:		
Depreciation charges	**87,600**	52,118
Dividends, interests and rents from investments	**(62,050)**	(13,582)
Fair value gain on investment property	**(59,000)**	-
(Increase)/Decrease in debtors	**(376,336)**	264,269
Increase/(Decrease) in creditors	**(204,172)**	(421,231)
Irrecoverable VAT	**52,016**	52,594
Net cash provided by/(used in) operating activities	**(329,972)**	298,934

20. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**1,173,954**	1,607,133
Total cash and cash equivalents	**1,173,954**	1,607,133

21. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	**1,607,133**	**(433,179)**	**1,173,954**
Debt due within 1 year	**(30,250)**	**30,250**	**-**
Debt due after 1 year	**(40,662)**	**40,662**	**-**
	1,536,221	**(362,267)**	**1,173,954**

22. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge in note 10 represents contributions payable by the charity to the fund. At the balance sheet date £194 was payable to the fund and is included in other creditors.

23. Operating lease commitments

The charity had no commitments under non-cancellable operating leases at 31 March 2024.

24. Related party transactions

The charity also paid £4,000 membership subscription costs to Careers England, a charitable company where a trustee is also a director (2023 - £2,000).

The charity paid £4,400 for services provided by Cartmell Shepherd, a legal firm where a former trustee was also an employee.

Other related party transactions are disclosed in notes 9 and 10.

25. Controlling party

The ultimate controlling party of the charity is the Board of Trustees.

31338NF - 2024-03-31 - Inspira Cumbria Limited - Final Accounts preparation

Final Audit Report 2024-08-22

Created:	2024-08-22
By:	Sandra Smith (sandra.smith@armstrongwatson.co.uk)
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"31338NF - 2024-03-31 - Inspira Cumbria Limited - Final Accounts preparation" History

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Inspira (01)

England & Wales - Charity number 1179502

Accounts

Registered number: 04182567
Charity number: 1179502

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

ArmstrongWatson®

Accountants, Business & Financial Advisers

INSPIRA CUMBRIA LIMITED
(A company limited by guarantee)

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INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2023

Trustees	Mark Bowman, Chief Executive Sean Balmer, Trustee Derick Pattinson, Trustee George Beveridge, Chairman Jane Wilding, Trustee Samuel Lyon, Trustee Ruth Harrison-Palmer, Trustee Stephen Sankson, Trustee (appointed 30 September 2022) Robert Scott, Trustee (appointed 22 July 2022)
Company registered number	04182567
Charity registered number	1179502
Registered office	Castle View Gillan Way Penrith 40 Business Park Penrith Cumbria CA11 9BP
Company secretary	David Emerson
Chief executive officer	Mark Bowman
Independent auditors	Armstrong Watson Audit Limited Chartered Accountants & Statutory Auditors Carlisle Cumbria CA1 1HP

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their annual report together with the audited financial statements of Inspira Cumbria Limited for the year 1 April 2022 to 31 March 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE

Welcome to our Trustees' Report for 2022/23. It's been a very good year with over 30,000 people supported. Working with young people at the start of their career journey to those who are trying to return to employment across all age ranges, we are proud about the number of people we have supported.

It has also been a year of change and transition as we delivered our final summer of National Citizen Service and got to grips with the challenges and opportunities of local government re-organisation and the changing funding mechanisms as we transition from European Social Funding to the UK Shared Prosperity Fund. We embrace the changes and are looking forward to delivering continued success on behalf of new and existing partners.

New programmes have been developed which have created new opportunities for existing staff as well as the need to recruit new colleagues leading to a refreshed premises portfolio in the Lancashire area.

Our team continues to grow and staff development continues to be at the heart of the organisation. The Trustees were delighted that in our most recent staff survey 97% take pride in being part of the organisation with 99% believing we live the values – Be Bold, Be Relevant Be Resilient – they helped embed in 2020.
But most of all the Trustees are proud of the impact of the work and the scale of the beneficiaries we have reached. This report shows the depth of that work, and we will continue to forge new partnerships so we can help more people.

George Beveridge – Chair **Mark Bowman – Chief Executive**

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

Objectives and activities

a. Policies and objectives

Mission and Vision
Inspira works to connect people with education and employers.

Our mission is to empower young people and adults to help them reach their potential in life, work and society.

Our Values are
- Be Bold
- Be Resilient
- Be Relevant

Our Charitable Objects

The Charity's objects are restricted specifically (in each case, only for the public benefit) to the following:
- To relieve unemployment in such ways as may be thought fit including assistance to find employment
- To help young people and adults advance in life through providing support and activities which develop their skills, capabilities and capacities to enable them to participate in something as mature and responsible individuals
- To promote social inclusion by preventing people from being or becoming socially excluded, helping people who are usually excluded and assisting them to integrate into society. ("Socially excluded" means being excluded from society or parts of society as a result of unemployment, financial hardship, age, unlawful discrimination or poor educational or skills attainment).
- To advance education of people in such way as thought fit, including preparation for entry to any occupation, trade or profession
- To promote equality and diversity

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

b. Strategies for achieving objectives

The Trustees have agreed a strategic planning framework based on the following principles:
- Size of charity
- What we deliver
- Where we deliver
- The capabilities and resources to deliver
- Sustainability

c. Main activities undertaken to further the charity's purposes for the public benefit

Statement on Public Benefit

The Trustees have taken into consideration the Charity's Commission guidance on Public Benefit in preparing their statements on public benefit contained within this Trustees Annual Report.

Following its charitable objects, Inspira exists to help young people and adults reach their full potential, in work, life and society. The services, programmes and ultimately the benefits that Inspira can offer are chosen to help fulfil the mission.

Over the financial year covered by this report, the Charity has worked with over 25,000 young people, helping them develop their skills and capabilities, promoting social inclusion and cohesion. It has worked with over 6,000 adults providing advice and skills to unemployed people, advancing their education and preventing social isolation by providing assistance to find employment. Working with 700 employers we have helped over 2500 adults find employment or further training.

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

Trustees Assessment of Public Benefit

As well as overseeing the services and programmes the Charity delivers the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

The Trustees see a full range of performance indicators at every Trustees meeting which helps satisfy them that the Charity is providing public benefit and achieving its charitable objects.

The full range of programmes that Inspira delivers provide crucial services to the communities that we work in. All programmes are carefully selected to ensure they meet the objects of the Charity and provide added value to its beneficiaries.

With a growing geographical footprint the Trustees are confident that not only is Public Benefit being provided, it is being provided to a growing number of beneficiaries.

Achievements and performance

a. Key performance indicators

Financial Review and Results for the Year:

2022/23 has seen income return to the expected pre-covid levels.

The Statement of Financial Activities shows total income of £6,296,725 (2022 £5,463,267) and total expenditure of £5,931,959 (2022 £5,096,005) leading to an operating surplus, for the 12 month period of £364,766 (2022 £367,262).

b. Review of activities

Inspira's model of working is customer-centric. We are experienced in providing inspiring and powerful programmes to dynamically change an individuals life so that they are supported as they broaden their horizons and reach to achieve their potential. The programmes we manage and deliver have a positive impact on people's lives.

As a charitable company working in the employability skills field, we are driven by our BOLD, RESILIENT and RELEVANT values.

We ensure young people and adults have access to and experience the working world and have the knowledge and skills to succeed. By doing this, we help build stronger, bolder local communities that are resilient to changes in the economy and relevant for the modern world and workplace.

Our major programmes at a glance
We are experienced in providing inspiring and powerful programmes to dynamically change an individual's life so that they are supported as they broaden their horizons and reach to achieve their potential.

The programmes we manage have a positive impact on people's lives:

The Key
The Key offers skills support for adults in Cumbria who are unemployed and inactive in the labour market. Designed to match jobseekers with live local job opportunities, the programme aims to update and improve the skills of participants so that they can compete effectively in the labour market.

The Link
Employer encounters are vitally important for all young people. Through The Link we have built a network of SME employers to work with young people across Cumbria to understand the world of work and the skills that are valued in the workplace.

Targeted Careers Information, Advice and Guidance (CIAG) on behalf of Cumbria County Council
Inspira has been commissioned to provide Careers Information, Advice and Guidance (CIAG) and support with progression planning to priority groups of young people. We also manage the September Guarantee to ensure all young people have a suitable offer of post-16 learning.

Multiply
Multiply is a new government-funded programme to help adults improve their numeracy skills. It is aimed at people aged 19 and over who don't have Maths GCSE at grade C (or equivalent). They can access free numeracy courses through Multiply to build their confidence with numbers and gain a qualification.

Lancashire Careers Hub
Lancashire Careers Hub is a collaboration of 154 secondary schools and colleges across the whole region who work together to deliver the Gatsby benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help improve careers outcomes for young people.

National Careers Service
National Careers Service provides careers information, advice and guidance, targeted at adults. We can help our clients to make decisions on learning, training and work at all stages of their career with enhanced support for priority groups.

Education, Training, Employment
ETE helps men on probation with gaining new skills, qualifications, training and funding or maintaining work. Our advisers provide a number of interventions including mentoring, disclosure, advice and support with literacy and numeracy.

Launchpad
Launchpad offers NEET young people aged 16-24 across Cumbria a range of personalised support, tailored development opportunities, experiences and encounters with employers to help them progress into mainstream labour market opportunities, education and apprenticeships.

Restart
The Restart Scheme offers Universal Credit claimants who have been out of work for at least 9 months and have multiple barriers to employment enhanced support to find jobs in their local area. This is achieved through personalised one to one support and bespoke employer engagement.

Our Stories
The stories in the following pages try to give a flavour of the range of activities and locations we are working in. Typically, we deliver similar programmes across our whole footprint but often through multiple programmes for differing commissioners.

Constructing A Plan For Future Careers
Inspira and leading construction company Story Contracting teamed up during March 2023 to deliver a Future Careers programme for year 10 and 11 students at The Gillford Centre, Carlisle.

The Gillford Centre is a Pupil Referral Unit (PRU) where students come to at various points during their schooling, usually as a result of their previous school placement having broken down, whether through ill-health, behaviour issues or other difficulties. As students frequently feel less than positive about themselves and their life chances, it is vital for them to be given the opportunity to fully understand all of the vast array of training and employment opportunities available to them when the time comes to leave in Year 11.

The school persistently strives to raise the aspirations of their young people and through Inspira requested support with their Future Careers programme which aims to help students realise their full potential and gives outcomes to aim for.

This year many of the students had expressed an interest in a career in construction and some were already actively looking at apprenticeships or college courses relating to this sector. Story Contracting who partnered with Inspira on a similar project were delighted to take part.

Twelve students participated in the programme which ran for two hours every Monday during March, with each week focusing on a different element of construction.

The sessions were interactive and fun to ensure maximum interest and engagement:

Week 1 - Introduction to Story Contracting, different construction roles and reality of working on a construction site.
Week 2 - Construction Health and Safety.
Week 3 - Construction Challenge: Who can build the best bridge - taking into account efficiency, structure, aesthetics and practicability.
Week 4 - Mock Interviews – with 1:1 coaching, feedback and top-tips.

The programme has been a huge success with one of the students saying: "They were brilliant. I didn't know there were so many job opportunities with a company like Story's".

And another who came forward and requested some direct work experience following the sessions, said: "I would love to do that, please can you try and get me some work experience, so I have a better chance of getting a job when I leave".

"These are the positive links we are striving to make with local businesses and the fact we got one of the largest, most successful companies in Cumbria was amazing.

We want our students to have the same opportunities as others and meeting local businesses has opened up discussions and motivated students to really set their ambitions high. The delivery of the sessions were adapted to meet the needs of our students and I know it has had a positive impact".
David Hewson, Careers Lead at The Gillford Centre.

Prestigious hotel creates exciting opportunities for students
A prestigious Lake District hotel paired up with local schools to offer work experience to Special Educational Needs students thanks to Inspira.

The North Lakes Hotel & Spa in Penrith worked with Inspira to identify opportunities for work experience with special schools across Cumbria in a bid to give back to the local community and show students the broad range of career opportunities available. Through our connections the hotel found that they were able to offer six months of work experience to two students in the county.

The hotel is working with a student from the Whinfell School in Kendal, a residential special school for young people with autism.

A second student will begin their work experience later this year.

Matt Hopkins, Head Gardener at the North Lakes Hotel & Spa, who is working with the students moved from Dorset to Ambleside to study an outdoor education course and never left after falling in love with the county.

Matt has tailored the work experience to meet the current student's interests and to give them a variety of work to understand what the role entails. The student loves working with leaves and machinery so has been given tasks such as leaf blowing, weeding the vegetable plot, using wheelbarrows to move logs around, and using a drill to put up artwork in the garden.

The tasks are kept varied to ensure the student it getting as much out of the work experience as they can.

Inspira put the North Lakes Hotel in touch with schools after hearing about the experience they could provide.

The North Lakes Hotel, which also offers apprenticeships, is hoping to expand its offerings to students following this trial.

"For students who have autism gaining that real world experience and those social interactions is so important – it's key to their learning and development."

Paddy Sandham, Principal at the Whinfell School.

Inspira and Nelson-based arts organisation team up with Lancashire Careers Hub
The Lancashire Careers Hub teamed up with Inspira and Nelson-based arts organisation In-Situ to create a special boardgame designed for secondary schools in Burnley and Pendle.

Based on detailed Labour Market Information (LMI) specifically for the region, local school pupils who play the game will get to learn about 'real world' job opportunities in their specific area.

The game is also designed to challenge employment stereotypes and demonstrate the wide variety career pathways which are open to young people from all backgrounds.

The Burnley and Pendle game - Skills in the Hills, is one of six employer-backed and regionalised boardgames produced in partnership with the Lancashire Careers Hub.

The game also joins a range of dynamic and engaging careers advice resources for local schools based on localised employment information and anticipated local employer demand.

These include a suite of new assets called Portal, which highlight the exciting careers set to be created by the arrival of the Eden Project Morecambe, the National Cyber Force (NCF) , and other major investments which have been earmarked for the county.

Opportunities in Lancashire's anticipated high-growth sectors such as low carbon energy, electric vehicles, and advanced engineering, are also promoted through a mix of highly visual, entertaining and thought-provoking slide-decks and videos.

Additionally, having a blend of very tactile assets such as boardgames, and the hi-tech visual classroom resources, also allows engagement with all type of learners in different ways. There is also a version of the boardgame specifically for SEND students being developed.

"We know that in order to get young people to think about their choice of subjects, and the different kinds of jobs they could aspire to, we need to get them excited about the variety of career opportunities which exist not only now but also in the future."

Dr Michele Lawty-Jones, Director of the Lancashire and Employment Skills Hub.

Training solution enables NHS to fast-track job offers for vital roles.
Inspira supports employers to meet skills gaps across Cumbria and Lancashire. During 2022 we linked up with two hospital trusts to help the NHS recruit into vital positions.

Inspira worked with North Cumbria Integrated Care NHS Foundation Trust and Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust Group, to offer training for vacant domestic assistant positions in the NHS as part of its role in supporting employers from a range of sectors across the North-West.

In one of our highly successful fast-track seven-day programmes, Inspira worked with 23 applicants from across Cumbria. Every applicant that completed the training was guaranteed an interview with the NHS.

Job seekers from Wigton, Workington, and Whitehaven were among those who were coached and mentored in employability skills.

The programme covered topics such as CV advice, interview skills, NHS values, money advice and Better Off in Work calculations, along with role specific elements prior to interview.

We worked with the applicants to make sure they had the correct accreditation, were prepped for interviews and are ready for work.

Inspira's personal support is designed to equip people with the skills they need to get their careers back on track and empower them to successfully make the best possible representation of themselves at the interview stage.

Our experience of working with a wide range of organisations across Cumbria and Lancashire enables us to have the capability to deliver short, sharp, interventions which provide fast and long-lasting recruitment results. This type of partnership approach is a great way to deliver a solution which works really well for everyone involved.

"We are really pleased to be working in collaboration with Inspira on our current recruitment drive for Domestic Assistants in some of our community and hospital sites across both Workington and Carlisle.
This is hopefully just the beginning. We hope that our working relationship can continue to grow and that we can do similar projects again in the future that help support both Inspira, our Trust and the people of Cumbria."
Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust Group

Inspira helps Barrow Park Leisure Centre recruit new team members.
Inspira not only works with individuals requiring careers advice and guidance, but also works with and support employers; creating inspiring, innovative and sector specific employment programmes that help employers fill vacancies and help local people into work.

Barrow Park Leisure Centre had been struggling to recruit staff for a number of roles including a Pool Lifeguard, multi-sports coach, Health & Fitness Coach and Customer Service Assistant.

The Inspira Team at Barrow knew they could help by running a Pre- Employment Course with a guaranteed interview. Seven adults attended the programme, which covered topics such as application and CV advice, interview preparation, financial resilience and learning about Better-Off in Work calculations. Course attendees were also given free lunch and refreshments.

The course and subsequent interviews successfully resulted in three new team members for the leisure centre.

Aidan Murphy – Head of Operations, Barrow Park Leisure Centre said: "Working in partnership with Inspira has been invaluable in helping us fill the positions which we have been struggling with. The Pre-Employment Programme was the perfect opportunity for us to work together, helping us meet our specific business needs and to support unemployed adults quickly move into local jobs."

Connor one of the course attendees who successfully secured a role at the leisure centre as a Customer Service Advisor/Café Attendant said:

"I wanted and needed support to get a job. I knew I needed to learn something new and felt confident to attend Inspira for the Leisure Centre programme. It really made a difference to me meeting Aiden (the Leisure Centre Manager) on the first day of the programme. I got to know him and felt more confident applying for a job there.

"Having a free lunch really helped me too, as I wasn't eating much at the time, and I didn't realise the difference eating socially with others could make and found it mentally and physically empowering. I was on a low income and the free food and refreshments improved my health.

"In addition, the Money Management session was really helpful and made me think about the positive financial impact of getting a job."

Inspira's personal support is designed to equip people with the skills they need to get their careers back on track and empower them to successfully make the best possible representation of themselves at the interview stage.

Trucking on! From Iran to UK
After years living thousands of miles apart, Hawzhin finally reunited with her husband, got her own home in Lancashire and started her dream career.

Hawzhin's husband moved to the UK to try and improve his life, leaving her in Iran until he was settled in and she could follow him over.

Hawzhin continued working as an English Teacher but missed her husband and couldn't wait to be reunited with him again.

For two years they lived thousands of miles apart, Hawzhin in Iran, her husband in the UK. Eventually he qualified for the right to become a UK resident and was able to send a visa so she could join him.

Hawzhin admits that adjusting to her new life in a new country was a little challenging – not least of all because her teaching qualifications weren't recognised here, making it hard for her to find a job. She decided she needed to rethink her career path and, after a trip to the local Job Centre, was referred to Inspira.

"I wasn't very hopeful that anything would come out of it," Hawzhin says, "but after just one session with Emma, my Careers Adviser, she managed to get me a job."

After giving up thoughts of carrying on with her teaching career, Hawzhim had decided she wanted to become a Truck Driver and had already taken the first steps in this new direction.

"Emma was so impressed when I told her I'd passed my UK driving test and obtained my Class 1 UK HGV Driving licence in just six months;" Hawzhin proudly told us.

"Emma was so amazing, respectful and encouraging."

During the sessions support included re-writing Hawzhin's CV, building on the skills she had gained through her experience in Iran. Also, options for finding work were discussed, including hand delivering copies Hawzhin's CV to potential employers, so they could meet her in person."

Emma knew of a haulage company in her home town of Lancaster, which is not too far away from Preston where Hawzhin lives. Emma found a list of vacancies and a printable application form and arranged to print off copies of Hawzhin's CV, and the application form, and then put them in the post for her.

Hawzhin told us; "While looking at different companies, Emma mentioned one local firm and gave me their contact information. So, I emailed them, and they got back to me; something no other company had done."

After Hawzhin attended a few assessment days, she was offered her dream job!

c. Pension schemes

The Charity operates a defined contribution scheme for employees, managed on the Charity's behalf by Aviva.

The Charity previously operated a funded defined benefit pension scheme. The Charity exited the Greater Manchester Pension Fund, and with it, the local government pension scheme (LGPS) on 12th January 2023.

This action fulfilled a previous wider Board strategy of exiting LGPS without incurring further liabilities and obligations to the charity.

Significant benefits will accrue to the organisation in the future, leading to improved cashflow and profitability as well as other financial, operational and procurement opportunities.

d. Investment policy and performance

In the current economic climate investment returns are improving and the Charity continues to generate interest through its interest-bearing accounts held with its bank. The Charity has no other financial investments held in stock market or banking related products. The Charity owns its head office premises.

e. Factors relevant to achieve objectives

Our People:

During the year we had a team of 145 dedicated members of staff who work hard to secure the best possible outcomes for our beneficiaries. We work hard to support and develop the team as well as celebrate success. We come together every year to share success and tackle issues that are important to staff. This year 'mental toughness' and 'money matters' were the themes.

We make sure we ask for the teams' opinions. In our most recent survey 96% of team would recommend Inspira as an employer and 96% think we help them achieve work life balance. We take the safeguarding of both staff and beneficiaries very seriously. The Trustees receive a safeguarding update at every Board meeting and a full annual review. We have a People and Performance Committee that scrutinise a range of indicators.

We are a disability confident employer and amongst other accreditations we have achieved the ISO27001 Information Security Standard.

Partnerships

We work hard to develop and sustain productive partnerships. As well as our major programmes we collaborate and work in partnership to deliver a range of services to help people develop their employability skills.

We work closely with county councils, unitary authorities and district councils across both the Cumbria and Lancashire Local Enterprise Partnership footprints. We work with schools and colleges, Pupil Referral Units (PRUs) and Multi Academy Trusts (MATs) to deliver outcomes to young people in varied educational settings.
With staff shortages being a problem for businesses and consumers alike, the tight labour market is affecting many sectors of the economy. Inspira is actively working in partnership and supports a diverse range of employers; creating inspiring, innovative and sector specific employment programmes that help them fill their workforce needs and help local people into work.

Partnerships continued
The Trustees regularly review the Charity's approach to stakeholder engagement and to deliver maximum impact to its beneficiaries.

We deliver contracts on behalf of :
Cumberland Council
Cumbria County Council
DWP
Education & Skills Funding Agency
EDT
G4S
Lancashire County Council
Maximus
Seetec
Westmorland and Furness Council

We have also received funding from :
Blackpool council
Cumbria Local Enterprise Partnership
NCS Trust
Cavendish Nuclear
REACT Foundation
Eden District Council
RE:Vision
The Growth Company

Financial review

a. Going concern

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

b. Reserves policy

Inspira needs free reserves to enable it to fulfil its charitable obligations and commitments that it enters into. The Charity also requires reserves to ensure continuance of these obligations in the event of any unexpected revenue shortfall.

Free reserves are defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity and therefore excluding those designated for particular purposes and those already utilised in purchasing tangible fixed assets. Free reserves should not be mistaken for cash reserves.

Inspira's policy in the long term is to aim to hold reserves equal to not less than three months normal running costs. The directors/trustees believe that the reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable objectives. The charity's short term objective is to ensure that the combination of cash and realisable fixed assets is sufficient to meet current and anticipated obligations.

At 31 March 2023, free reserves stood at £1,059,894. This fell just short of the three months running costs stated in this policy.

Structure, governance and management

a. Constitution

The Charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21 March 2018.

The Charity is constituted under a Memorandum of Association dated 21 March 2018 and its registered charity number is 1179502.

Every member undertakes to contribute an amount not exceeding £1 in the event of the Charity being wound up. As at 31st March 2023 the Charity had 13 members, the individuals who are the trustees and four corporate bodies:

- Cumbria County Council
- Cumbria Youth Alliance
- University of Cumbria
- Cumbria Chamber of Commerce

As at 1st April 2023 Cumbria County Council no longer existed and in consultation with the remaining corporate members it was resolved the individuals who are the trustees would be the only members.

The Charity was incorporated on 19 March 2001 and commenced trading on that date.

There have been no changes to the charitable objects since the last annual report.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Potential trustees are identified via widespread advertising and by partner organisations or serving directors/trustees and have the necessary skills and experience to complement the current Board.

On appointment each new director/trustee receives an induction pack which outlines the role and responsibilities of becoming a director/trustee to the organisation, terms and conditions of the appointment, background details of the Charity and information relating to the conduct of the Board, including matters reserved, standing orders and specific policies and procedures.

c. Policies adopted for the induction and training of Trustees

Every year Trustees carry out an annual Board evaluation which includes an online survey and analysis or results at the subsequent Board meeting. The evaluation covers areas such as:

- Organisational purpose
- Leadership
- Strategy
- Internal control and compliance
- Board behaviours
- Risk capability
- Board development

The Charity is in the process of benchmarking against the Charity Governance code.

d. Pay policy for senior staff

The remuneration of key management personnel is agreed by the Remuneration Committee, a subcommittee of the People and Performance Committee. The pay policy for senior staff is based on industry benchmarks.

The Chair of the Board is responsible for the Chief Executive's performance development review and the Board determine an annual pay review, with the employment contract and policies of the organisation.

e. Organisational structure and decision making

The Company was established in March 2001. It rebranded, by special resolution in January 2012 to Inspira Cumbria Limited, trading as Inspira. In August 2018 we became a registered charity.

The Chief Executive, under the delegation from the Board is responsible for the day-to-day management of the Company. The Senior Management Team is comprised of the CEO, delivery Director, Head of employability and Chief Financial Officer. The responsibility of the SMT is to manage and develop the Company as effectively as possible.

The Board of Trustees meets at least six times a year. The Chair is a non-executive chosen by the Board. Committees have delegated authority to review business areas such as Finance and Growth, People and Performance and related areas. Committees meet at least three times a year.

f. Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Senior management monitors the key risks on a day to day basis and assesses the controls used for managing those risks. The Board formally reviews and documents the principal risks facing the business at least annually. The Charity has a policy of being risk aware as opposed to risk adverse.

The principal risks and uncertainties facing the Charity are as follows:

- Loss of main contracts due to change in government policy, competition, poor performance, unviability
- Reputational damage/factors affecting business continuity
- Technological issues – resilience of telecommunications and IT infrastructure and the pace of change affecting the wider business environment
- Loss of key personnel
- Major incident relating to the Safeguarding or health and safety of staff or beneficiaries
- Failure to deliver strategy

Future development

The Charity has a main aim of supporting as many people as possible to reach their full potential. This remains the key driver, but we are acutely aware that to achieve this we must maintain financial sustainability. Strategic plans are in place to help this happen which include growth, both geographically and in the charitable activities that we deliver.

In May 2022 the Trustees agreed the framework for a refreshed five-year strategy. Based on the success of the previous strategy it covers

- Size of the charity
- Services and products
- Geography
- Resources and capabilities to deliver
- Sustainability

Plans for future periods

We are working closely with existing commissioners to further develop our work and actively seek new partners to work with. We are looking forward to delivering work through UK Shared Prosperity Fund building on previous ESF projects and are excited to be delivering in partnership with new and existing local authorities. We are looking forward to delivering more opportunities to unemployed adults through a new contract which with ESFA.

As a charitable company delivery mainly publicly funded work we are monitoring all political parties policies in our field.

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

Future Public Benefit

Demand for employability services from both a beneficiary and employer perspective continues to grow. We have seen a growth in the number of beneficiaries we support and we expect this to continue. We expect a growth in support to young people.

The Trustees will ensure that the Charity continues to benefit the public by providing strong governance and the Senior Management Team will provide strong management responding where appropriate to any requirements laid down by the Charity Commission.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Mark Bowman
Mark Bowman (Dec 8, 2023 14:21 GMT)

Mr M Bowman
Trustee

Date: 08/12/2023

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED

Opinion

We have audited the financial statements of Inspira Cumbria Limited (the 'charity') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we assessed the extent of compliance with the laws and regulations identified as key to the entity through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- reviewing the key areas of the financial statements most susceptible to fraud whilst tailoring our audit plans.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

- assessed whether judgements and assumptions made in determining the accounting estimates, such as the defined benefit pension and investment property valuations were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with the funding bodies and the charity's legal advisors;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrong Watson Audit Limited

Joanna Gray (Senior statutory auditor)
for and on behalf of
Armstrong Watson Audit Limited
Chartered Accountants & Statutory Auditors
Fairview House

Date: 12-12-2023

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Charitable activities	3	**5,767,370**	**393,635**	**6,161,005**	5,404,036
Exceptional income	4	**75,639**	**-**	**75,639**	-
Investments	5	**29,667**	**-**	**29,667**	18,204
Other income	6	**30,414**	**-**	**30,414**	41,027
Total income		**5,903,090**	**393,635**	**6,296,725**	5,463,267
Expenditure on:					
Raising funds		**-**	**-**	**-**	39,000
Charitable activities	7	**5,552,912**	**379,047**	**5,931,959**	5,057,005
Total expenditure		**5,552,912**	**379,047**	**5,931,959**	5,096,005
Net income		**350,178**	**14,588**	**364,766**	367,262
Transfers between funds	17	**(5,058)**	**5,058**	**-**	-
Net movement in funds before other recognised gains		**345,120**	**19,646**	**364,766**	367,262
Other recognised gains:					
Defined benefit pension scheme		**686,000**	**-**	**686,000**	2,885,000
Net movement in funds		**1,031,120**	**19,646**	**1,050,766**	3,252,262
Reconciliation of funds:					
Total funds brought forward		**867,825**	**8,304**	**876,129**	(2,376,133)
Net movement in funds		**1,031,120**	**19,646**	**1,050,766**	3,252,262
Total funds carried forward		**1,898,945**	**27,950**	**1,926,895**	876,129

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

The notes on pages 23 to 44 form part of these financial statements.

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)
REGISTERED NUMBER: 04182567

BALANCE SHEET
AS AT 31 MARCH 2023

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	12		**489,050**		473,344
Investment property	13		**350,000**		350,000
			839,050		823,344
Current assets					
Debtors	14	**530,496**		794,765	
Cash at bank and in hand		**1,607,133**		1,394,769	
		2,137,629		2,189,534	
Creditors: amounts falling due within one year	15	**(1,009,122)**		(1,382,278)	
Net current assets			**1,128,507**		807,256
Total assets less current liabilities			**1,967,557**		1,630,600
Creditors: amounts falling due after more than one year	16		**(40,662)**		(68,471)
Net assets excluding pension asset / liability			**1,926,895**		1,562,129
Defined benefit pension scheme asset / liability			**-**		(686,000)
Total net assets			**1,926,895**		876,129
Charity funds					
Restricted funds:					
Restricted funds	17	**27,950**		8,304	
Unrestricted funds					
General funds	17	**1,898,945**		1,553,825	
Unrestricted funds excluding pension	17	**1,898,945**		1,553,825	
Pension reserve	17	**-**		(686,000)	
Total unrestricted funds	17		**1,898,945**		867,825
Total funds			**1,926,895**		876,129

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

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

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

Mark Bowman

.....

Mr M Bowman
Trustee

Date: 08/12/2023

The notes on pages 23 to 44 form part of these financial statements.

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	**298,934**	520,906
Cash flows from investing activities		
Dividends, interests and rents from investments	**13,582**	18,460
Purchase of tangible fixed assets	**(67,824)**	(59,963)
Net cash used in investing activities	**(54,242)**	**(41,503)**
Cash flows from financing activities		
Repayments of borrowing	**(32,328)**	(145,031)
Net cash used in financing activities	**(32,328)**	**(145,031)**
Change in cash and cash equivalents in the year	**212,364**	**334,372**
Cash and cash equivalents at the beginning of the year	**1,394,769**	1,060,397
Cash and cash equivalents at the end of the year	**1,607,133**	1,394,769

The notes on pages 23 to 44 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspira Cumbria Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Going concern

At the balance sheet date, the charity had net current assets of £1,128,507, net assets of £1,926,895 and a strong cash position of £1,607,133.

The trustees have reviewed the financial position together with the post year end performance of the charity, and have deemed the going concern basis appropriate. Management and the trustees continue to monitor the cash position, and have confirmed that there is sufficient cash to pay liabilities as they fall due for at least 12 months from signing these financial statements.

1.4 Income

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

Grants are received from donors and other sponsors. For those that are to fund specific projects, these are held as restricted funds. Where a project is not finished within the financial year, the balance of grants, net of expenditure to date, is carried forward as restricted funds.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1. Accounting policies (continued)

1.5 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out centrally.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.6 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

1.7 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.8 Interest income

Interest income is recognised in the Statement of financial activities using the effective interest method.

1.9 Finance costs

Finance costs are charged to the Statement of financial activities over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

1.10 Borrowing costs

All borrowing costs are recognised in the Statement of financial activities in the year in which they are incurred.

1. Accounting policies (continued)

1.11 Pensions

Defined contribution pension plan
The charity operates a defined contribution pension scheme for certain employees and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Defined benefit pension plan
During the year, the charity participated in a multiemployer defined benefit plan for certain employees. The charity exited the scheme on 12 January 2023. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including but not limited to age, length of service and remuneration. A defined benefit plan is a pension plan that is not a defined contribution plan.

The liability recognised in the comparative year of the Statement of financial position in respect of the defined benefit plan was the present value of the defined benefit obligation at the end of the reporting date less the fair value of plan assets at the reporting date (if any) out of which the obligations are to be settled.

The defined benefit obligation was calculated using the projected unit credit method. Annually the company engages independent actuaries to calculate the obligation. The present value was determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in sterling and that have terms approximating to the estimated period of the future payments ('discount rate).

The fair value of plan assets was measured in accordance with the FRS 102 fair value hierarchy and in accordance with the company's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions were charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, have been disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in profit or loss as employee costs, except where included in the cost of an asset, comprises:

a) the increase in net pension benefit liability arising from employee service during the period; and
b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost was calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost was recognised in profit or loss as a finance expense.

1.12 Cash at bank and in hand

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

1.13 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

1. Accounting policies (continued)

1.13 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 40 years
Leasehold improvements	- in line with the lease term
Computers	- 3 years
Equipment	- 3 years

1.14 Investment property

Investment property is carried at fair value reviewed by the directors annually. The directors have engaged with a professional surveyor to help them to assess the fair value at the balance sheet date. The value is derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of financial activities.

1.15 Debtors

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

1.16 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

1.17 Provisions for liabilities

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

1.18 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1. Accounting policies (continued)

1.19 Fund accounting

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

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

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

2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Defined benefit pension liability

On 12 January 2023 the charity exited the defined benefit scheme. As a result, no liability exists as at 31 March 2023.

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. In the prior year, the assumptions used in determining the net cost (income) for pensions include the discount rate. As there was not an actuarial valuation available at the date of cessation, the directors have used judgement to benchmark assumptions in the current year and value the other recognised gain on the scheme up until the 12 January 2023. Note 21 outlines why the directors are comfortable that a reasonable closing position is reflected in the financial statements.

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

3. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
CIAG (Cumbria County Council)	1,044,544	-	**1,044,544**
National careers service (ESFA)	396,674	-	**396,674**
NEET prevention and reduction (DWP)	289,179	-	**289,179**
Enterprise adviser network (CEC/Lancs LEP)	623,626	-	**623,626**
The Key (ESFA)	742,248	-	**742,248**
NCS 2022	1,025,431	-	**1,025,431**
NCS 2020 (NCS Trust)	-	-	**-**
NCS 2021	(13,139)	-	**(13,139)**
Restart (G4S)	1,069,571	-	**1,069,571**
The Link (DWP)	351,398	-	**351,398**
Other contracts (Various)	237,838	393,635	**631,473**
Total 2023	5,767,370	393,635	**6,161,005**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
CIAG (Cumbria County Council)	1,044,544	-	1,044,544
National careers services (ESFA)	403,815	-	403,815
NEET prevention and reduction (DWP)	328,074	-	328,074
Enterprise adviser network (CEC/Lancs LEP)	581,674	-	581,674
The Key (ESFA)	704,619	-	704,619
NCS 2022	148,589	-	148,589
NCS 2020	14,799	-	14,799
NCS 2021	951,937	-	951,937
Restart (G4S)	514,490	-	514,490
The Link (DWP)	345,232	-	345,232
Other contracts (Various)	305,240	61,023	366,263
Total 2022	5,343,013	61,023	5,404,036

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

4. Exceptional income

Income from non charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
VAT rebate	75,639	**75,639**	-

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Investment income	29,667	**29,667**

	Unrestricted funds 2022 £	Total funds 2022 £
Investment income	18,204	18,204

6. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £
Other income	16,832	**16,832**
Interest receivable	13,582	**13,582**
	30,414	**30,414**

6. Other incoming resources (continued)

	Unrestricted funds 2022 £	Total funds 2022 £
Other income	40,771	40,771
Interest receivable	256	256
	41,027	41,027

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	**Restricted funds 2023 £**	**Total 2023 £**
Direct costs	5,552,912	379,047	**5,931,959**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Direct costs	4,980,634	76,371	5,057,005

8. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	**Support costs 2023 £**	**Total funds 2023 £**
Direct costs	5,184,866	747,093	**5,931,959**

8. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Direct costs	4,403,287	653,718	5,057,005

Analysis of direct costs

	Direct Costs 2023 £	**Total funds 2023 £**
Wages and salaries	4,273,017	**4,273,017**
Subcontractor costs	336,633	**336,633**
Recruitment and staff training	97,678	**97,678**
Travel and motor expenses	154,027	**154,027**
Vehicle leasing charges	171	**171**
Advertising, conventions and shows	37,714	**37,714**
Bank charges	2,953	**2,953**
Property costs	210,659	**210,659**
Meeting room hire and refreshments	72,014	**72,014**
	5,184,866	**5,184,866**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Direct Costs 2022 £	Total funds 2022 £
Net pension finance costs	78,000	78,000
Wages and salaries	3,633,403	3,633,403
Subcontractor costs	244,129	244,129
Recruitment and staff training	85,538	85,538
Travel and motor expenses	72,471	72,471
Vehicle leasing charges	882	882
Advertising, conventions and shows	39,075	39,075
Bank charges	2,147	2,147
Property costs	207,580	207,580
Meeting room hire and refreshments	40,062	40,062
	4,403,287	4,403,287

Analysis of support costs

	Support Costs 2023 £	**Total funds 2023 £**
Wages and salaries	100,006	**100,006**
Depreciation	52,118	**52,118**
Office expenses	292,123	**292,123**
Interest payable	5,093	**5,093**
Audit and accountancy fees	23,530	**23,530**
Legal and professional fees	14,051	**14,051**
Trade subscriptions	22,786	**22,786**
Sundry expenses	184,792	**184,792**
Irrecoverable VAT	52,594	**52,594**
	747,093	**747,093**

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Support Costs 2022 £	Total funds 2022 £
Wages and salaries	93,026	93,026
Depreciation	41,000	41,000
Office expenses	206,967	206,967
Interest payable	4,643	4,643
Audit and accountancy fees	15,336	15,336
Legal and professional fees	50,564	50,564
Trade subscriptions	18,131	18,131
Sundry expenses	171,916	171,916
Irrecoverable VAT	52,135	52,135
	653,718	653,718

9. Auditors' remuneration

	2023 £	2022 £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	**14,000**	10,000
Fees payable to the charity's auditor in respect of:		
All non-audit services not included above	**3,150**	3,550

10. Staff costs

	2023 £	2022 £
Wages and salaries	**3,634,457**	3,271,944
Social security costs	**329,416**	271,180
Contribution to pension schemes	**409,151**	183,305
	4,373,024	3,726,429

Included in the financial statements are redundancy costs totalling £36,042 (2022 - £Nil) and payments in Lieu of Notice of £27,342 owed to staff members, Amounts outstanding are included in accruals at the year end.

10. Staff costs (continued)

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

	2023 No.	2022 No.
Employees	**145**	133

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	2022 No.
In the band £60,001 - £70,000	**-**	2
In the band £90,001 - £100,000	**1**	1

Key management personnel for the year was comprised of 5 people (2022 - 5). The aggregate remuneration of key management personnel in the year was £419,721 (2022 - £413,130).

11. Trustees' remuneration and expenses

No trustees received payment for their role as a Trustee.

One trustee received remuneration amounting to £93,025 in the current year (2022 - £93,026) for their services as Chief Executive Officer.

During the year ended 31 March 2023, £84 (2022 - £Nil) expenses were reimbursed to trustees for their role as a trustee.

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

12. Tangible fixed assets

	Freehold property £	Long-term leasehold property improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation					
At 1 April 2022	**473,951**	**213,767**	**80,257**	**368,781**	**1,136,756**
Additions	**-**	**-**	**16,579**	**51,245**	**67,824**
At 31 March 2023	**473,951**	**213,767**	**96,836**	**420,026**	**1,204,580**
Depreciation					
At 1 April 2022	**76,626**	**191,895**	**76,076**	**318,815**	**663,412**
Charge for the year	**10,575**	**5,064**	**5,324**	**31,155**	**52,118**
At 31 March 2023	**87,201**	**196,959**	**81,400**	**349,970**	**715,530**
Net book value					
At 31 March 2023	**386,750**	**16,808**	**15,436**	**70,056**	**489,050**
At 31 March 2022	397,325	21,872	4,181	49,966	473,344

13. Investment property

	Freehold investment property £
Valuation	
At 1 April 2022	**350,000**
At 31 March 2023	**350,000**

The fair value is based on the valuation undertaken by Hyde Harrington, a firm of Chartered Surveyors which was received in March 2022.

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

14. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	**125,123**	340,119
Other debtors	**367,304**	403,852
Prepayments and accrued income	**38,069**	50,794
	530,496	794,765

15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Bank loans	**30,250**	28,970
Trade creditors	**15,428**	65,557
Other taxation and social security	**68,583**	270,346
Other creditors	**31,914**	32,552
Accruals and deferred income	**862,947**	984,853
	1,009,122	1,382,278

Secured loans

Bank loans falling due within one year of £30,250 (2022 - £28,970) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Castle View, Gillan Way, Penrith 40 Business Park, Penrith, CA11 9BP.

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

16. Creditors: Amounts falling due after more than one year

	2023 £	£
Bank loans	**40,662**	68,471

Included within the above are amounts falling due as follows:

	2023 £	2022 £
Between one and two years		
Bank loans	**40,662**	68,471

Secured loans

Bank loans falling due after more than one year of £40,662 (2022 - £68,471) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Castle View, Gillan Way, Penrith 40 Business Park, Penrith, CA11 9BP.

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds						
General funds	1,553,825	5,903,090	(5,552,912)	(5,058)	-	1,898,945
Pension reserve	(686,000)	-	-	-	686,000	-
	867,825	5,903,090	(5,552,912)	(5,058)	686,000	1,898,945
Restricted funds						
Eden youth hub	5,641	48,409	(54,050)	-	-	-
Self employment project	2,663	13,896	(9,790)	-	-	6,769
Ready for work - Blackpool (CRF)	-	93,741	(98,799)	5,058	-	-
Selnet	-	74,981	(70,524)	-	-	4,457
UK Shared Prosperity Funds	-	162,608	(145,884)	-	-	16,724
	8,304	393,635	(379,047)	5,058	-	27,950
Total of funds	876,129	6,296,725	(5,931,959)	-	686,000	1,926,895

17. Statement of funds (continued)

Eden Youth Project
The Eden Youth project is funded by Eden District Council to proactively engage with individuals within the Eden area through a programme of engagement/activity. Budgeting & Debt Advice Employer Recruitment group sessions, open drop in, mentoring, job and life skills training. Clients who are Disengaged, Disadvantaged and are isolated young people in the margins of the community and society where engagement is required prior to any conversation around work needs can take place, which can only be beneficial after the removal of barriers identified. The work will include clients living in the outlying towns in Eden where transport into Penrith is a challenge and digital isolation is an issue.

Copeland Community Fund - Self-Employment
Funded through the Copeland Community Fund and working in partnership with the "Money Education Support Service" Inspira run a support programme to help candidates in Copeland explore self-employment as a sustainable career option. The 4 week class room based programme will help individuals set up a business plan, explore financial planning and marketing, set up a website or Facebook page, understand the legal side of starting up a small business and educate people in sales and customer service. The programme will then support people for an additional 4 months on a one to one basis managing budgets and benefit payment until the business is at a financial viable stage.

Ready for work - Blackpool (CRF)
Funded by the Community Renewal Fund, via Blackpool Borough Council, the programme supports individuals aged 18-24, to access support that will enable them to develop their people skills as well as their work skills. The aim is to ensure that the project offers advice and support which is available when individuals are considering career paths and moving into work.

Selnet
Funded by the Building Better Opportunities Programme, via Selnet Limited, the project aims to engage and inspire the most disadvantaged young people resident in the Lancashire LEP area. It will target 16-24 year olds who are unemployed or economically inactive with multiple social, emotional and economic barriers. It will provide a personalised approach to address a wide range of needs and barriers to move participants closer to employment.

UK Shared Prosperity Funds
Funded by the UKSPF, via local councils, the project addresses several issue and needs impacting upon the local labour market and the economic prospects of residents by providing unemployed/economically inactive participants with focused, practical support to boost their employability and help them move quickly into jobs. Each programme is tailored to the needs of an individual employer or local growth sector.

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

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General funds	1,232,215	5,402,244	(5,080,634)	-	-	1,553,825
Pension reserve	(3,632,000)	-	61,000	-	2,885,000	(686,000)
	(2,399,785)	5,402,244	(5,019,634)	-	2,885,000	867,825
Restricted funds						
Barclays 100x100	23,652	-	(23,652)	-	-	-
Eden youth hub	-	25,400	(19,759)	-	-	5,641
Ready for work - Blackpool	-	22,860	(22,860)	-	-	-
Selnet	-	12,763	(10,100)	-	-	2,663
UK Shared Prosperity Funds	-	-	-	-	-	-
	23,652	61,023	(76,371)	-	-	8,304
Total of funds	(2,376,133)	5,463,267	(5,096,005)	-	2,885,000	876,129

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

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	489,050	-	**489,050**
Investment property	350,000	-	**350,000**
Current assets	2,109,678	27,950	**2,137,628**
Creditors due within one year	(1,009,122)	-	**(1,009,122)**
Creditors due in more than one year	(40,662)	-	**(40,662)**
Total	1,898,944	27,950	**1,926,894**

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	473,344	-	473,344
Investment property	350,000	-	350,000
Current assets	2,181,230	8,304	2,189,534
Creditors due within one year	(1,382,278)	-	(1,382,278)
Creditors due in more than one year	(68,471)	-	(68,471)
Provisions for liabilities and charges	(686,000)	-	(686,000)
Total	867,825	8,304	876,129

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

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	**364,766**	367,262
Adjustments for:		
Depreciation charges	**52,118**	40,999
Defined benefit pension scheme gains	**-**	61,000
Dividends, interests and rents from investments	**(13,582)**	(18,460)
(Increase)/Decrease in debtors	**264,269**	(321,229)
Increase/(Decrease) in creditors	**(421,231)**	338,740
Irrecoverable VAT	**52,594**	52,594
Net cash provided by operating activities	**298,934**	520,906

20. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	**1,607,133**	1,394,769
Total cash and cash equivalents	**1,607,133**	1,394,769

21. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	**1,394,769**	**212,364**	**1,607,133**
Debt due within 1 year	**(28,970)**	**(1,280)**	**(30,250)**
Debt due after 1 year	**(68,471)**	**27,809**	**(40,662)**
	1,297,328	**238,893**	**1,536,221**

22. Pension commitments

The charity operates a defined contribution scheme for employees. The pension cost charge for the year amounted to £391,192 (2022 - £239,227) and outstanding contributions at the balance sheet date amounted to £31,614 (2022 - £32,552).

During the year, the charity participated in a multiemployer defined benefit plan for certain employees. The charity exited the scheme on 12 January 2023. The liability recognised in the comparative period in respect of this scheme in the Statement of Financial Position was £686,000.

In the prior year, the contributions were determined by a qualified actuary on the basis of the latest triennial valuation using the projected unit method. Post year end, the charity received a Final Cessation Valuation Report prepared by a qualified actuary suggesting a final cessation debt of £27,000. This debt was formally waived by the Greater Manchester Pension Fund resulting in all the charity's obligations under the scheme being settled as at 12 January 2023.

Estimated movements in the present value of the defined benefit obligation and the fair value of the charity's share of assets up until the date of exit:

	2023 £
Movements in the present value of the defined benefit obligation were as follows:	
Opening defined benefit obligation	**(33,942,000)**
Effect of curtailment	**32,570,000**
Gain on curtailment	**1,372,000**
Movements in the fair value of the charity's share of scheme assets were as follows:	
Opening fair value of scheme assets	**33,256,000**
Remeasurement of assets	**(686,000)**
Effect of curtailment	**(32,570,000)**
Net position recognised in the statement of financial position	**-**

23. Operating lease commitments

The charity had no commitments under non-cancellable operating leases at 31 March 2023.

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

24. Related party transactions

During the year, the charity invoiced £Nil (2022: £10,000) for services provided at arms length to Richard Rose Central Academy, an Academy where a trustee during the year was also a trustee.

The charity also paid £2,000 membership subscription costs to Careers England, a charitable company where a trustee is also a director (2022 - £2,000)

Other related party transactions are disclosed in notes 9 and 10.

25. Controlling party

The ultimate controlling party of the charity is the Board of Trustees.

Inspira (01)

England & Wales - Charity number 1179502

Accounts

Registered number: 04182567
Charity number: 1179502

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

ArmstrongWatson®

Accountants, Business & Financial Advisers

INSPIRA CUMBRIA LIMITED
(A company limited by guarantee)

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INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2022

Trustees	Mark Bowman, Chief Executive Sean Balmer, Trustee Derick Pattinson, Trustee George Beveridge, Chairman Elaine Flowers, Trustee (resigned 25 March 2022) Jane Wilding, Trustee Samuel Lyon, Trustee Ruth Harrison-Palmer, Trustee
Company registered number	04182567
Charity registered number	1179502
Registered office	Castle View Gillan Way Penrith 40 Business Park Penrith Cumbria CA11 9BP
Company secretary	David Brian Emerson
Chief executive officer	Mark Bowman
Independent auditors	Armstrong Watson Audit Limited Statutory Auditors Carlisle Cumbria CA1 1HP

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of Inspira Cumbria Limited for the year 1 April 2021 to 31 March 2022. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE

2021-22 has been a challenging, but ultimately successful year. Despite the continued COVID-19 restrictions during the period, particularly the first half of the year we have seen income return to pre- COVID-19 expected levels.

We have seen a major expansion in our employability work with successful implementation of the Government's Restart contract throughout Cumbria and Lancashire with new operating premises being opened in both Blackpool and Lancaster. We have also started new work offering employment support to ex-offenders.

The need for preparing people for the world of work, whether they are leaving education to make their first steps into employment or returning to work following a period of unemployment, has never been greater. Our traditional work of supporting individual beneficiaries has played a major role in helping businesses recruit the right staff in an incredibly challenging labour market. We are proud that our work to support over 26,000 beneficiaries has also supported over 530 businesses in the region.

Every year on behalf of Trustees, a full staff survey is carried out. This year the trustees were pleased that the results were very positive with 97% taking pride in working for Inspira and 98% finding their work worthwhile. We are delighted that we were able to bring the full staff team together for the first time in over 2 years at our (normally) annual conference.

The Trustees are proud of the activities carried out, and the diversity of work across an ever-growing range of communities. The review of activities provides detailed case studies of how we are meeting our charitable objects. The majority of our programmes are delivered as contracts via government departments, local authority or major prime contractors organisations (our major programmes). As an organisation we are big enough to offer scale and reliability but as a charity we are also able to work with smaller funding bodies to give as much added value as possible. This work is described in detail in the partnership section.

Our work as a charity is crucial, we are delighted that despite much of the year being under covid restrictions we continue to get great results. Looking to the future we are very much involved in developing new partnerships with both existing local authorities and newly forming unitary authorities. We will continue to forge partnerships with organisations who share our values and can ultimately help us help more people.

George Beveridge – Chair **Mark Bowman – Chief Executive**

Our major programmes at a glance
We are experienced in providing inspiring and powerful programmes to dynamically change an individual's life so that they are supported as they broaden their horizons and reach to achieve their potential.

The programmes we manage have a positive impact on people's lives:

The Key on behalf of Cumbria LEP via ESF
The Key offers skills support for adults in Cumbria who are unemployed and inactive in the labour market. Designed to match jobseekers with live local job opportunities, the programme aims to update and improve the skills of participants so that they can compete effectively in the labour market.

The Link on behalf of Cumbria LEP via ESF
Employer encounters are vitally important for all young people. Through The Link we have built a network of SME employers to work with young people across Cumbria to understand the world of work and the skills that are valued in the workplace.

Targeted Careers Information, Advice and Guidance (CIAG) on behalf of Cumbria County Council
Inspira has been commissioned by Cumbria County Council to provide careers information, advice and guidance, and support with progression planning to priority groups of young people. We also manage the September Guarantee to ensure all young people have a suitable offer of post-16 learning.

Lancashire Careers Hub on behalf of Lancashire County Council and the Careers and Enterprise Company
Lancashire Careers Hub is a collaboration of 154 secondary schools and colleges across the whole region who work together to deliver the Gatsby benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help improve careers outcomes for young people.

National Careers Service on behalf of ESFA through The Growth Company and Education Development Trust
National Careers Service provides careers information, advice and guidance, targeted at adults. We can help our clients to make decisions on learning, training and work at all stages of their career with enhanced support for priority groups.

Education, Training, Employment on behalf of MOJ via Maximus
ETE helps men on probation with gaining new skills, qualifications, training and funding or maintaining work. Our advisers provide a number of interventions in dividing mentoring, disclosure, advice and support with literacy and numeracy.

National Citizen Service on behalf of NCST and the Growth Company
National Citizen Service (NCS) is a government-backed programme delivered by Inspira in Cumbria, Lancashire and parts of the North East.

This unique programme was established in 2011 to tackle three key social issues, social cohesion, social engagement and social mobility. Taking place in the summer and autumn holidays, the programme focuses on fun and discovery, including 30 hours commitment to a community project that benefits both young people and society.

Launchpad on behalf of Cumbria LEP via ESF
Launchpad offers NEET young people aged 16-24 across Cumbria a range of personalised support, tailored development opportunities, experiences and encounters with employers to help them progress into mainstream labour market opportunities, education and apprenticeships.

Restart on behalf of DWP via G4S
The Restart Scheme offers Universal Credit claimants who have been out of work for at least 9 months and have multiple barriers to employment enhanced support to find jobs in their local area. This is achieved through personalised one to one support and bespoke employer engagement.

Objectives and activities

a. Policies and objectives

Mission and Vision
Inspira works to connect people with education and employers.

Our mission is to empower young people and adults to help them reach their potential in life, work and society.

Our Values are

- Be Bold
- Be Resilient
- Be Relevant
- Show Respect
- Show Integrity

Our Objects

The Charity's objects are restricted specifically (in each case, only for the public benefit) to the following:

- To relieve unemployment in such ways as may be thought fit including assistance to find employment
- To help young people and adults advance in life through providing support and activities which develop
- To promote social inclusion by preventing people from being or becoming socially excluded, helping our usually excluded and assisting them to integrate into society. ("Socially excluded" means being excluded from society or parts of society as a result of unemployment, financial hardship, age, unlawful discrimination or poor educational or skills attainment).
- To advance education of people in such way as thought fit, including preparation for entry to any occupation, trade or profession
- To promote equality and diversity

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

b. Strategies for achieving objectives

The Trustees have agreed a strategic planning framework based on the following principles:

- Size of charity
- What we deliver
- Where we deliver
- The capabilities and resources to deliver
- Sustainability

c. Main activities undertaken to further the charity's purposes for the public benefit

Statement on Public Benefit

The Trustees have taken into consideration the Charity's Commission guidance on Public Benefit in preparing their statements on public benefit contained within this Trustees Annual Report.

Following its charitable objects, Inspira exists to help young people and adults reach their full potential, in work, life and society. The services, programmes and ultimately the benefits that Inspira can offer are chosen to help fulfil the mission.

Over the financial year covered by this report, the charity has worked with over 15,000 young people, helping them develop their skills capabilities and promoting social inclusion and cohesion. It has worked with over 6,000 adults providing advice and skills to unemployed people, advancing their education and preventing social isolation by providing assistance to find employment.

Trustees Assessment of Public Benefit

As well as overseeing the services and programmes the Charity delivers the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

The Trustees see a full range of performance indicators at every Trustees meeting which helps satisfy them that the charity is providing public benefit and achieving its charitable objects.

The full range of programmes that Inspira delivers provide crucial services to the communities that we work in. All programmes are carefully selected to ensure they meet the objects of the charity and provide added value to the beneficiaries.

With a growing geographical footprint the Trustees are confident that not only is Public Benefit being provided, it is being provided to a growing number of beneficiaries.

As well as overseeing the services and programmes the Charity delivers the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

Achievements and performance

a. Key performance indicators

Financial Review and Results for the Year:

The impact of Covid-19 on turnover has been significant with 19% of anticipated revenue lost. Through very close management and growth of other income streams the reduction has not resulted in a loss.

The Statement of Financial Activities shows total income of £5,463,267 (2021 £4,806,102) and total expenditure of £5,096,005 (2021 £4,227,960) leading to an operating surplus, for the 12 month period of £367,262.

b. Review of activities

Inspira's model of working is customer centric and encompasses a six pronged approach, with support adjusted depending on an individual's need or community led initiative.

As a charity working in the employability skills field, we are driven by our BOLD, RESILIENT and RELEVANT values.

We ensure young people and adults have access to and experience the working world and have the knowledge and skills to succeed. By doing this, we help build stronger, bolder local communities that are resilient to changes in the economy and relevant for the modern world and workplace.

Practical Support:

Inspira's personal support is designed to equip people and adults with the skills they need to get their careers and education on track. This strand works in tandem with Inspira's other five areas of support.

Callum's Story

Since the COVID-19 pandemic some people are finding it difficult to gain employment, with many lacking in confidence, suffering from anxiety or social isolation. Inspira offers personal support that really makes a positive difference to their lives.

After struggling for some time to find full-time employment Callum got in touch with Inspira and was referred to Karen, one of our Employability Advisers at Blackpool.

It's fair to say Callum hadn't had the easiest starts in life. Together they identified and discussed his barriers to work. It was quickly recognised that his lack of confidence and negative mindset were key factors in preventing him from being successfully employed.

Callum was referred to Inspira's new Ready for Work programme - a four-day programme with an emphasis on building confidence; along with helping participants to develop and practice key workplace behaviours and qualities, such as team working, planning and communication.

As the days progressed Callum's confidence grew. As well as leading, he was able to take instructions and advice from other participants to help them complete challenges as a team. Having observed Callum's interaction with his peers, Employability Adviser, Emma took Callum aside and asked if he had ever considered work in the youth sector. Callum explained that working with young people and being in a job where he could positively influence other young people would be his dream. However, he felt this was unrealistic and out of reach to "someone like him".

With support from Karen and Emma, Callum got an interview for a role supporting young care leavers. They worked with Callum to make sure he was mentally and practically ready for the interview. Then, off he went.

"I knew from the first time I met Callum that there was huge potential there. It was my job to draw that out and support him to be the best possible version of himself. It wasn't always an easy journey but once he started to believe in himself, he took every opportunity to move forward not just into a job but a career." – Karen, Inspira Employability Adviser.

Callum got the job! He said that this would be life changing for him and his three young children and that he was so grateful for the collective support, advice and guidance he had received from Inspira.
Going forward, Callum will receive in-work support.

Max's story

Max was referred to the National Careers Service at our Barrow centre by a family member who had previously had an appointment. Max had recently moved to the area from the Midlands for a fresh start to get away from the drug culture that he was heavily involved in.

The appointment began by discussing Max's background and how he had made the decision to make changes in his life. He explained that he had been introduced to Class A drugs by his mother at the age of 13 and had tried to get support with his drug addiction, which was initially successful.

He achieved GCSEs at school and went on to get an apprenticeship in Electrical Engineering. Unfortunately, he was still living at home and mixing in the same circles which led to him using drugs again resulting in the loss of his apprenticeship.

With the support of other family members, he left home and moved away from these bad influences. He engaged with a local charity who run a recovery programme, but this didn't work out for Max, and he relapsed. Fortunately, he had strong support who identified a different rehabilitation programme which he felt met his needs.

When our adviser met with Max, he was one month into recovery and confident that this would be long term. He said that he wanted to find a job as he wanted to keep busy and take his mind off his addiction.

His skills were discussed, and he said that he wanted a practical job and didn't want a job sitting behind a desk. He had recently been helping a family member with a building project and thoroughly enjoyed this. His long-term goal was to be an Electrical Engineer and we discussed apprenticeship opportunities in the local area, and he was directed to the Find an Apprentice website.

Through the discussion Max recognised that he needed to take small steps to meet his long-term goal and successfully beat his addiction. He was offered the opportunity to attend the Key Programme that was linked to a Construction Skills Certification Scheme (CSCS) course. He was introduced to the course tutor to help him feel comfortable and to explain the course detail along with what would be expected in terms of attendance to give him the best possible chance of achievement.

Max attended the programme and successfully passed the course enabling him to apply for the CSCS card. He was introduced to recruitment agencies and local employers recruiting for labourers and with his new CV was able to apply for suitable vacancies.

After only a matter of weeks Max had successfully gained employment as a labourer with a local construction company working with the defence industry.

Max said:

"Coming to Inspira was possibly one of the best decisions I have made, all the staff are really kind really helpful and most of all understood my needs.

I really am progressing everyday towards my goals and having the life I only ever dreamt of at one point.

I cannot thank you enough."

*name changed for confidentiality

Advice, Guidance and Action Planning:

As a leader in career management Inspira works with young people and adults to help them understand the careers available to them. By being embedded in our local communities, our team draw on local labour market intelligence and excellent relationships with educational institutions and employers to ensure people have the best chance of success in life and work.

The targeted careers information, advice and guidance contract (CIAG) on behalf of Cumbria County Council is a classic example of Advice, Guidance and Action planning in practice.

Getting your life back on track after a setback or a change can be challenging especially for young people. Inspira is well known for its work with young people. Our advisers are highly regarded for their patience and diligence, the relationship they build can really turn a young person's life around.

Work experience opportunity helps Arran decide on career path

Through Inspira, Arran, a young person looked after by the care system gained valuable work experience to help further his understanding and knowledge ready for a career in IT.

Arran is currently in year 12. His ambition is to go to university or perhaps apply for a higher or degree level apprenticeship. He is doing well in school, has already undertaken some voluntary work but also wanted to gain valuable work experience in a computer-related environment.

One of our Careers Advisers spent time with Arran to find out more about his future career ambitions and aspirations, and about his wants and needs from the work experience. It was important to narrow down what aspect of IT work he would like to pursue and explain that it might be problematic to find him a placement due to the specialist nature of the work.

However, working with The Link project and Cavendish Nuclear, a local employer partner who has supported Inspira in the past, we were able to secure him one week's work experience in their IT department.

Arran had paperwork to complete ahead of the placement so that the employer could fully understand his level of competence, we also worked with his school to ensure that this was completed on time to make certain Arran was successful in securing the placement.

Arran thoroughly enjoyed the work experience saying "Tony and Mark were great and were happy to help with anything that I struggled with. I have gained a greater understanding of how databases work and how to create reports from them. I would like to thank the team from Cavendish Nuclear for allowing me to do my work experience with them".

Opportunities for young people to learn from employers and discover the skills that are valued in the workplace and the career choices available are so vital. The work experience opportunity reaffirmed to Arran that his future career definitely lies within the IT sector.

*name changed for confidentiality.

As well as working in mainstream schools and colleges, activities have taken place in Pupil Referral Units (PRUs) and special schools. This work has been differentiated to take account of the needs of the young people in attendance. Employer volunteers have been carefully selected, for example, Disability Confident employers have been approached, and in West Cumbria staff have been recruited from the Sellafield site autism network. Work has been individualised to align with the interests of pupils which has been possible due to small group sizes compared to mainstream schools and colleges. A lot of work has been experiential in nature to allow pupils with poor concentration or communication to be able to engage and to stay involved. During COVID-19, online activities took place including employer talks and an careers evening for Special Educational Needs (SEN) school and college students.

The differentiated activities with SEN and PRU pupils have ranged from specialist careers days and employer talks to mock interviews and animal handling.

The activities have been well received by students, educators and employers. We have opened the door to the world of work for some of the county's most vulnerable young people, it's an aspect of our work that we plan to further develop in the years ahead.

Work related experiences:

Work-related experiences are an essential step in the process to help people get ready for work and be successful at the interview stage. By providing inspirational, high-quality work-related experiences, Inspira has a significant impact on people's futures and changes people's lives.

Working with Inspira helps Kay secure dream job

Kay came to Inspira through the Launchpad programme for support regarding career opportunities as she he had no formal qualifications or work experience, which were hindering her job search. Inspira referred Kay to a Skills and Development Adviser, Stevie, who offers 1:1 support for 16–24-year-olds.

After the initial meeting Stevie was able to offer Kay personalised and practical targets to complete, helping her with her future career plans and ambitions. Together they were able to develop her CV to ensure it was attractive to local employers.

Stevie then referred Kay to a Traineeship which allowed her to gain recognised Maths and English qualifications which are vital in today's job market. She was also able to improve her employability skills but most importantly it was a great chance for her to participate in a voluntary work placement whilst boosting her confidence.

After some reflection, Kay decided she'd like to go into the adult social care sector. Kay now had work experience which enabled her to attend an interview for a placement at a service for adults with additional needs and she was successful.

Through her work with Inspira, Kay had found a career path she was passionate about and felt like she had a purpose.

By the end of the three-month placement, Kay had made such an impression she was offered a position as a full-time Health Care Assistant. This is an amazing achievement, and we are all enormously proud of the progress she was able to make over a 4-month period.

"The support I have received throughout my time working with Inspira and my journey to employment has been great, I am thankful to all the Inspira Advisers who helped me feel I am a better person than I was just a few months ago."- Kay

Personal development programmes:

Personal development is a critical component of Inspira's programmes, whether getting people ready for the working world or continuing their education or training. Activities cover awareness of and the ability to identify and develop talents, realising potential, dreams and aspirations.

For young people, Inspira delivers the National Citizen Service (NCS) on behalf of NCST and the Growth Company. NCS supports young people in learning and developing relevant skills that are required in the modern working world.

On NCS, young people develop and hone their confidence, leadership and independence through a structured programme to promote vital life skills. Through the programme, young people are given a unique opportunity to build employability skills, engage with many businesses and professionals and develop leadership skills through social action. As a central contributor to the development of NCS since 2011, Inspira delivers NCS in Cumbria, Lancashire, and Northumberland.

While 2020/21 was a little different, between July and December 2021, approximately 1000 young people in Cumbria, Lancashire and Northumberland were inspired into social action to help their local communities during the COVID-19 pandemic.

Combined, the young people contributed to over 8,000 hours of voluntary work and social action projects. Nation wide there was a target of one million hours of volunteering and social action.

Inspira continued to offer support through NCS as part of the School Support programme delivering programmes and activities for 16 and 17 year olds directly through their schools and colleges. The initiative enabled the education institutions to pick thematic sessions which helped young people with wellbeing, employability and post COVID socialisation.

Personal support:

Taxi Driver Recruitment Course

When people face challenging times in their lives, sometimes they need a combination of help, including practical support. The start of the COVID-19 pandemic saw many taxi drivers quit their jobs as demand for their services plummeted due to the hospitality and leisure industry shutting down and people staying at home. Many drivers opted to switch to high demand roles with delivery firms.

One city struck up a forward-thinking partnership to help get drivers back into cabs and help businesses bounce back. To help get drivers behind the wheels of Lancaster city taxis, a fully funded training initiative gave the area a welcome economic boost.

Lancaster City Council working in partnership with Inspira, Lancaster & Morecambe College (LMC), and others funded free practical help and advice to help drivers start, or restart, their careers as taxi drivers.

The free Taxi Recruitment Course, which is also supported by the Department for Work and Pensions, offered drivers fully funded support with DBS checks, medical, advanced driving test, licence fees and providing help with CV writing and applications for vacancies.

“By working in partnership with Inspira to encourage people to take up a career in the industry with both financial help as well as support from our licensing team to guide recruits through the application process, the initiative has started to show signs of being a success and one where everyone genuinely wins.” - Councillor Colin Hartley, Chair of Lancaster City Council’s Licensing Committee.

Increased engagement in the community:

Our Future Virtual Careers Fair

Inspira is strongly engaged in the local communities where the Charity operates. As part of the Charity's employer engagement work during the pandemic, and in partnership with Cumbria Careers Hub and Hello Future, Inspira organised an online careers fair: Our Virtual Careers Fair.

During the COVID-19 pandemic most of the year 11 students in Cumbria missed out on the opportunity to engage directly with a variety of apprenticeship providers, FE & HE provision and employers from various sectors in the county. Inspira was determined not to see this happen again this year and made the decision to host a virtual careers fair which would go ahead despite of the COVID-19 situation.

The Our Future Virtual Careers Fair took place in October 2021, aimed predominantly at Year 11 students to help them make informed choices about their future careers and their next steps. It gave them the exciting opportunity to meet employers, training providers, colleges, sixth forms and Cumbria FE and HE provisions all in one place.

Attendees had the chance to meet over 85 exhibitors and the opportunity to network through live or video chat, discuss opportunities and attend live talks.

The Careers Fair had five main zones: apprenticeship and training providers, Higher and Further provision, sixth forms, employers, and a careers area where young people and their parents/carers could access impartial careers information, advice and guidance. The attendees also had the opportunity to attend three live talks.

The virtual event was a huge success attracting over 2000 participants from around the county. It's hard to think of any other event (live or virtual) that has had the ability to facilitate communication between year 11 students and employers, providers and FE/HE provision from all corners of Cumbria in one place.

Lancashire Careers Hub

Lancashire Careers Hub Team responded to the challenge engaging partners, business networks, employers and stakeholders to ensure young people continued to benefit from inspirational virtual employer encounters and as restrictions eased throughout the year face to face encounters resumed.

In November 2021, Lancashire Careers Hub held its Career Leader conference on-line with over 100 delegates including career leaders and volunteer employer Enterprise Advisers all hearing about the plans for the year.

Inspira's newly appointed Employer Engagement Enterprise Coordinator has strengthened the relationship with Business Networks across Lancashire. Business Networks are communicating the work of the Lancashire Careers Hub to their members. This has resulted in an increase in employers pledging to become an Enterprise Adviser and Giving an Hour to support Employer Encounters in Schools.

Dr Michele Lawty-Jones, director of the Lancashire Skills and Employment Hub, which supports the work of the Lancashire Enterprise Partnership and the 15 local authorities across Lancashire, said: "The Lancashire Careers Hub is really important for our economy and social mobility of our young people. In terms of the economy and working with our businesses it is providing a talent pipeline to support them to grow and flourish."

Personal Development programmes

Keep Doing Good

Personal development is a critical component of Inspira's programmes, whether getting people ready for the working world or continuing their education and training. Activities cover awareness of and the ability to identify and develop talents, realising potential, dreams and aspirations.

Our NCS programs had to be adapted for a second successive year due to the impact of the COVID-19 pandemic however this did not stop young people saying "No We Can" to NCS. Between July and December, approximately 1000 young people in Cumbria, Lancashire and Northumberland were inspired into action by the challenges faced in our communities during the COVID-19 pandemic.

In a fantastic effort, the young people contributed towards a total of over 8,000 hours of voluntary work and social action projects.

With a second year of their efforts being affected by COVID-19, many young people in Cumbria, Lancashire and Northumbria were again looking for ways to step up and support their local communities.

Getting involved in a huge variety of sustainable and meaningful projects, the young people cleaned up parks and community gardens, picked up litter on beaches and in woodland, helped charity shops with their post-COVID-19 donations and raised money for local causes across the Inspira delivery areas.

When schools returned in September, Inspira was able to repeat its offer of support through NCS as part of the NCS national School Support Programme delivering shorter interventions to schools that were designed to support young people re-engage with their schools and colleges.

The initiative enabled schools and colleges to give additional support to young people who had lost their confidence and ability to socialise with their peers and generally offer support to those young people who were struggling with their wellbeing and mental health. Sessions focused on employability and post COVID-19 socialisation was also part of the offer that the NCS teams were able to make. We are delighted that we are now able to deliver NCS in residential settings (Summer '22).

c. Defined benefit pension scheme

The charity operates a funded defined benefit pension scheme. The effect of compliance with financial reporting standard FRS102 in relation to the defined benefit scheme is disclosed in Note 23 to the financial statements. The annually calculated notional surplus or deficit on the funding of the scheme is designated in the financial statements as a defined benefit pension scheme asset or liability which is added to or deducted from Net Assets in the balance sheet.

An actuarial review carried out as at 31st March 2022 shows the market value of the assets of the scheme to be £33,256 million and the present value of the liabilities £33,942 million. The net deficit or liability on the scheme of £0.686 million is a statement of the transient situation as at 31st March 2022 and the Trustees recognise that this can swing notably in response to market forces and the actuarial assumptions made.

The Trustees continue to consider the impact of this liability on future cashflows and on reserves but believe that it will be funded from the Charity's normal activities. Whilst there is no immediate impact on available cashflows and therefore on the Reserves Policy, the Trustees regularly consider the matter in committee and board meetings and when deemed appropriate, seek external professional advice to ensure that the Charity and its Trustees comply with all legal and associated requirements. Therefore, its effect has been disregarded in the rest of this report.

d. Investment policy and performance

In the current economic climate investment returns are limited and the Charity continues to generate bank interest through its interest bearing account held with its bank. The Charity has no other financial investments held in stock market or banking related products. The Charity owns its head office premises.

e. Factors relevant to achieve objectives

Our People:
Inspira has a committed staff team and they have shown great relevance and resilience over the past 12 months. The Board of Trustees regularly receive reports and presentations about the projects the charity delivers and sees them at first hand from time to time. Once again, they wish to place on record their appreciation for the hard work and dedication shown by the team.

It was particularly good to be able to bring the full team together this year. It had been over two years since we had been able to have what is normally our annual staff conference. The past two conferences have been virtual, and whilst they were successful, the energy and motivation in the room showed the impact of bringing the team together. But we have learnt that a digital conference can work and moving forward not only will we have our annual in-person conference but also an annual virtual 'get together', meaning the full team can come together twice a year. At the conference, as well as celebrating the great work and focussing on plans for the future we were delighted to launch a new staff benefits package designed to give added benefits to the Inspira team with access to everyday savings ranging from supermarket discounts, cheaper petrol and everyday cost of living savings. It's a real time where we need to do everything we can to look after our staff as well as our beneficiaries.

Once again, the Trustees were delighted with the results of the annual staff survey. The headlines being 97% of the team felt they were kept up to date with developments and strategy. 98% are satisfied and think their work is worthwhile and 97% take pride in working for Inspira.

As well delivering programmes, we also use them too. Through Kickstart we offered Joe a placement in our Carlisle office. This was his first office-based role, and he was very nervous and lacked confidence in his own abilities. Joe had a lot to learn about what working in an office was really like but with help and support including accredited training including first aid, safeguarding and mental health awareness along with hard work he soon progressed.

In November 2021, Inspira offered Joe permanent full-time employment, and is now an integral part of the team with a great future ahead of him.

Joe said, "I love working with Inspira and the team in Carlisle. It is so much more than just sitting at a computer; every day is different. I feel like a totally different person. I am much more confident, I have learned so many new skills and am very grateful for the opportunity I have been given, and Kickstart did that for me."

Partnerships

The Trustees regularly review the charity's approach to stakeholder engagement and to deliver maximum impact to its beneficiaries. The charity works hard to develop and sustain productive partnerships. We work very closely with both County Councils, unitary authorities and district councils across both the Cumbria and Lancashire Local Enterprise Partnership footprints as well as the Local Enterprise Partnerships themselves. This involves both contractual and non contractual work. We have welcomed the new partnerships that have developed in the North East.

We work in partnership with schools, colleges and other parties such as Job Centre Plus to deliver a whole range of services. We have partnerships to deliver contracts such as National Citizen Service with the National Citizen Service Trust and the Growth Company and the National Careers Service with The Growth Company and The Education Development Trust.

We work with a number of third sector organisations, employer bodies and community foundations.

Financial review

a. Going concern

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

b. Reserves policy

Inspira needs free reserves to enable it to fulfil its charitable obligations and commitments that it enters into. The charity also requires reserves to ensure continuance of these obligations in the event of any unexpected revenue shortfall.

Free reserves are defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity and therefore excluding those designated for particular purposes and those already utilised in purchasing tangible fixed assets. Free reserves should not be mistaken for cash reserves.

Inspira's policy in the long term is to aim to hold reserves equal to not less than three months normal running costs. The directors/trustees believe that the reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable objectives. The charity's short term objective is to ensure that the combination of cash and realisable fixed assets is sufficient to meet current and anticipated obligations.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21 March 2018.

The charity is constituted under a Memorandum of Association dated 21 March 2018 and its registered charity number is 1179502.

Every member undertakes to contribute an amount not exceeding £1 in the event of the Charity being wound up. As at 31st March 2022 the charity had 11 members, the individuals who are the Trustees and:

- Cumbria County Council
- Cumbria Youth Alliance
- University of Cumbria
- Cumbria Chamber of Commerce

The charity was incorporated on 19 March 2001 and commenced trading on that date.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co opted under the terms of the Articles of Association. Potential Trustees are identified by partner organisations or serving directors/trustees and have the necessary skills and experience to complement the current Board.

c. Policies adopted for the induction and training of Trustees

On appointment each new director/trustee receives an induction pack which outlines the role and responsibilities of becoming a director/trustee to the organisation, terms and conditions of the appointment, background details of the Charity and information relating to the conduct of the Board, including matters reserved, standing orders and specific policies and procedures.

The Board carries out a performance review every year and has incorporated the findings into its work plan.

d. Pay policy for senior staff

The remuneration of key management personnel is agreed by the Remuneration Committee, a subcommittee of the People and Performance Committee. The pay policy for senior staff is based on industry benchmarks. The Chair of the Board is responsible for the Chief Executive's performance development review and the Board determine an annual pay review, with the employment contract and policies of the organisation.

e. Organisational structure and decision making

The Company was established in March 2001 (Connexions Cumbria Limited). It rebranded, by special resolution in January 2012 to Inspira Cumbria Limited, trading as Inspira. In August 2018 we became a registered charity.

The Chief Executive, under the delegation from the Board is responsible for the day to day management of the Company. The Senior Management Team is comprised of the CEO, two delivery Directors, head of employability and Chief Financial Officer. The responsibility of the SMT is to manage and develop the Company as effectively as possible.

The Board of Trustees meets at least six times a year. The Chair is a non executive chosen by the Board. Committees have delegated authority to review business areas such as Finance and Growth, People and Performance and related areas. Committees meet at least three times a year.

f. Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Senior management monitors the key risks on a day to day basis and assesses the controls used for managing those risks. The Board formally reviews and documents the principal risks facing the business at least annually.

The principal risks and uncertainties facing the Charity are as follows:

- Loss of main contracts due to change in government policy, competition, poor performance
- Reputational damage/factors affecting business continuity
- Technological issues – resilience of telecommunications and IT infrastructure and the pace of change affecting the wider business environment
- Loss of key personnel
- Major incident relating to the Safeguarding of staff or beneficiaries
- Inability to implement new contracts

Future development and response to Covid 19 pandemic

The charity has a main aim of supporting as many people as possible to reach their full potential. This remains the key driver but we are acutely aware that to achieve this we must maintain and improve financial sustainability. Strategic plans are in place to help this happen which include growth, both geographically and in the charitable activities that we deliver.

In May 2022 the Trustees agreed the framework for a refreshed 5 year strategy. Based on the success of the previous strategy it will cover

- Size of charity
- Services and products
- Geography
- Resources and capabilities to deliver
- Sustainability

Plans for future periods

2021-22 has shown that the demand for our services remains high across a growing geographical footprint with a range of commissioners. We feel that we will continue to offer relevant solutions in an ever changing political and economic landscape. We will continue to deliver our existing work through 2022-23 and are actively pursuing further opportunities and partnerships as new funds such as UK Shared Prosperity Fund become available. We will also work closely with both existing local authorities and the newly formed unitary authorities.

Future Public Benefit

The unprecedented events of covid have led to a rapidly changing labour market. This has led to an unprecedented demand for employability services from both a beneficiary and employer perspective. We have seen a growth in the number of beneficiaries we support and we expect this to continue to grow.

The Trustees will ensure that the Charity continues to benefit the public by providing strong governance and the Senior Management Team will provide strong management responding where appropriate to any requirements laid down by the Charity Commission.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



.....

Mr M Bowman
Trustee
Date: 30th September 2022

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED

Opinion

We have audited the financial statements of Inspira Cumbria Limited (the 'charity') for the year ended 31 March 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Auditor’s responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we assessed the extent of compliance with the laws and regulations identified as key to the entity through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity’s financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- reviewing the key areas of the financial statements most susceptible to fraud whilst tailoring our audit plans.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining the accounting estimates, such as the defined benefit pension and investment property valuations were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with the funding bodies and the charity's legal advisors;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Joanna Gray (Senior statutory auditor)
for and on behalf of
Armstrong Watson Audit Limited
Statutory Auditors
Fairview House

Date: 7-10-2022

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	*As restated Total funds 2021 £*
Income from:					
Donations and legacies		**-**	**-**	**-**	*100,000*
Charitable activities	4	**5,343,013**	**61,023**	**5,404,036**	*4,366,766*
Investments	5	**18,204**	**-**	**18,204**	*27,930*
Other income	6	**41,027**	**-**	**41,027**	*311,406*
Total income		**5,402,244**	**61,023**	**5,463,267**	*4,806,102*
Expenditure on:					
Charitable activities	7	**5,019,634**	**76,371**	**5,096,005**	*4,227,960*
Total expenditure		**5,019,634**	**76,371**	**5,096,005**	*4,227,960*
Net movement in funds before other recognised gains/(losses)		**382,610**	**(15,348)**	**367,262**	*578,142*
Other recognised gains/(losses):					
Defined benefit pension scheme		**2,885,000**	**-**	**2,885,000**	*(1,028,000)*
Net movement in funds		**3,267,610**	**(15,348)**	**3,252,262**	*(449,858)*
Reconciliation of funds:					
Total funds brought forward		**(2,399,785)**	**23,652**	**(2,376,133)**	*(1,926,275)*
Net movement in funds		**3,267,610**	**(15,348)**	**3,252,262**	*(449,858)*
Total funds carried forward		**867,825**	**8,304**	**876,129**	*(2,376,133)*

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

The notes on pages 26 to 48 form part of these financial statements.

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)
REGISTERED NUMBER: 04182567

BALANCE SHEET
AS AT 31 MARCH 2022

	Note		2022 £		*2021* *£*
Fixed assets					
Tangible assets	12		**473,344**		*454,380*
Investment property	13		**350,000**		*350,000*
			823,344		*804,380*
Current assets					
Debtors	14	**794,765**		*473,536*	
Cash at bank and in hand		**1,394,769**		*1,060,397*	
		2,189,534		*1,533,933*	
Creditors: amounts falling due within one year	15	**(1,382,278)**		*(863,878)*	
Net current assets			**807,256**		*670,055*
Total assets less current liabilities			**1,630,600**		*1,474,435*
Creditors: amounts falling due after more than one year	16		**(68,471)**		*(218,568)*
Net assets excluding pension liability			**1,562,129**		*1,255,867*
Defined benefit pension scheme liability	23		**(686,000)**		*(3,632,000)*
Total net assets			**876,129**		*(2,376,133)*
Charity funds					
Restricted funds:					
Restricted funds	18	**8,304**		*23,652*	
Unrestricted funds					
Unrestricted funds excluding pension	18	**1,553,825**		*1,232,215*	
Pension reserve	18	**(686,000)**		*(3,632,000)*	
Total unrestricted funds	18		**867,825**		*(2,399,785)*
Total funds			**876,129**		*(2,376,133)*

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2022

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

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

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



.....

Mr M Bowman
Trustee
Date: 30th September 2022

The notes on pages 26 to 48 form part of these financial statements.

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	*As restated 2021 £*
Cash flows from operating activities		
Net cash used in operating activities	**520,906**	*96,328*
Cash flows from investing activities		
Dividends, interests and rents from investments	**18,460**	*28,216*
Purchase of tangible fixed assets	**(59,963)**	*(2,293)*
Net cash (used in)/provided by investing activities	**(41,503)**	**25,923**
Cash flows from financing activities		
Repayments of borrowing	**(145,031)**	*(25,928)*
Net cash used in financing activities	**(145,031)**	**(25,928)**
Change in cash and cash equivalents in the year	**334,372**	**96,323**
Cash and cash equivalents at the beginning of the year	**1,060,397**	*964,074*
Cash and cash equivalents at the end of the year	**1,394,769**	*1,060,397*

The notes on pages 26 to 48 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspira Cumbria Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Going concern

At the balance sheet date, the charity had net current assets of £807,256, net assets of £876,129 and a strong cash position of £1,394,769.

Included in the net asset amount is a defined benefit pension liability of £686,000 (2021 - £3,632,000). The balance sheet position has significantly improved in 2022 and the net assets excluding the pension liability is £1,562,129 at the year end. The charity has made a surplus of £367,262.

The trustees have reviewed the financial position together with the post year end performance of the charity, and have deemed the going concern basis appropriate. Management and the trustees continue to monitor the cash position, and have confirmed that there is sufficient cash to pay liabilities as they fall due for at least 12 months from signing these financial statements.

1.4 Income

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

Grants are received from donors and other sponsors. For those that are to fund specific projects, these are held as restricted funds. Where a project is not finished within the financial year, the balance of grants, net of expenditure to date, is carried forward as restricted funds.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

1. Accounting policies (continued)

1.5 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.6 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

During the year, the Charity made use of rental holidays afforded to them by the Lessors of several rented office premises. The rental expense recognised in the accounts includes all reductions.

1.7 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.8 Interest income

Interest income is recognised in the Statement of financial activities using the effective interest method.

1.9 Finance costs

Finance costs are charged to the Statement of financial activities over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

1.10 Borrowing costs

All borrowing costs are recognised in the Statement of financial activities in the year in which they are incurred.

1. Accounting policies (continued)

1.11 Pensions

Defined contribution pension plan
The charity operates a defined contribution pension scheme for certain employees and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Defined benefit pension plan
The charity operates a defined benefit plan for certain employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including but not limited to age, length of service and remuneration. A defined benefit plan is a pension plan that is not a defined contribution plan.

The liability recognised in the Statement of financial position in respect of the defined benefit plan is the present value of the defined benefit obligation at the end of the reporting date less the fair value of plan assets at the reporting date (if any) out of which the obligations are to be settled.

The defined benefit obligation is calculated using the projected unit credit method. Annually the company engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in sterling and that have terms approximating to the estimated period of the future payments ('discount rate).

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the company's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in profit or loss as employee costs, except where included in the cost of an asset, comprises:

a) the increase in net pension benefit liability arising from employee service during the period; and
b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in profit or loss as a finance expense'.

1.12 Cash at bank and in hand

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

1.13 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

1. Accounting policies (continued)

1.13 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 40 years
Leasehold improvements	- in line with the lease term
Computers	- 3 years
Equipment	- 3 years

1.14 Investment property

Investment property is carried at fair value reviewed by the directors annually. The directors have engaged with a professional surveyor to help them to assess the fair value at the balance sheet date. The value is derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of financial activities.

1.15 Debtors

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

1.16 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

1.17 Provisions for liabilities

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

1.18 Fund accounting

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

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

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

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

2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Defined benefit pension liability

The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Results from the actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at the balance sheet date.

3. Income from donations and legacies

	Restricted funds 2021	*Total funds 2021*
	£	*£*
Donations	*100,000*	*100,000*

4. Income from charitable activities

	Unrestricted funds 2022	**Restricted funds 2022**	**Total funds 2022**
	£	**£**	**£**
CIAG (Cumbria County Council)	1,044,544	-	**1,044,544**
National careers service (ESFA)	403,815	-	**403,815**
NEET prevention and reduction (DWP)	328,074	-	**328,074**
Enterprise adviser network (CEC/Lancs LEP)	581,674	-	**581,674**
The Key (ESFA)	704,619	-	**704,619**
NCS 2022	148,589	-	**148,589**
NCS 2020 (NCS Trust)	14,799	-	**14,799**
NCS 2021	951,937	-	**951,937**
Restart (G4S)	514,490	-	**514,490**
The Link (DWP)	345,232	-	**345,232**
Other contracts (Various)	305,240	61,023	**366,263**
Total 2022	5,343,013	61,023	**5,404,036**

4. Income from charitable activities (continued)

	Unrestricted funds 2021 £	*Total funds 2021 £*
CIAG (Cumbria County Council)	*1,044,544*	*1,044,544*
NCS 2019 (NCS Trust)	*1,258,815*	*1,258,815*
NCS 2018 (NCS Trust)	*121,223*	*121,223*
National Careers service (ESFA)	*553,512*	*553,512*
Enterprise adviser network (CEC/Lancs LEP)	*527,220*	*527,220*
The Key (ESFA)	*639,708*	*639,708*
Other contracts (various)	*221,744*	*221,744*
Total 2021	*4,366,766*	*4,366,766*

5. Investment income

	Unrestricted funds 2022 £	**Total funds 2022 £**
Investment income	18,204	**18,204**

	Unrestricted funds 2021 £	*Total funds 2021 £*
Investment income	*27,930*	*27,930*

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

6. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £
Other income	40,771	**40,771**
Interest receivable	256	**256**
	41,027	**41,027**

	Unrestricted funds 2021 £	*Total funds 2021 £*
Other income	*311,120*	*311,120*
Interest receivable	*286*	*286*
	311,406	*311,406*

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Direct costs	5,019,634	76,371	**5,096,005**

	Unrestricted funds 2021 £	*Restricted funds 2021 £*	*Total 2021 £*
Direct costs	*4,151,612*	*76,348*	*4,227,960*

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

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Direct costs	4,442,287	653,718	**5,096,005**

	Activities undertaken directly 2021 £	*Support costs 2021 £*	*Total funds 2021 £*
Direct costs	*3,631,412*	*596,548*	*4,227,960*

Analysis of direct costs

	Direct Costs - Direct Act 2022 £	Total funds 2022 £
Net pension finance costs	78,000	**78,000**
Wages and salaries	3,633,403	**3,633,403**
Pension cost	39,000	**39,000**
Subcontractor costs	244,129	**244,129**
Recruitment and staff training	85,538	**85,538**
Travel and motor expenses	72,471	**72,471**
Vehicle leasing charges	882	**882**
Advertising, conventions and shows	39,075	**39,075**
Bank charges	2,147	**2,147**
Property costs	207,580	**207,580**
Meeting room hire and refreshments	40,062	**40,062**
	4,442,287	**4,442,287**

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

8. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Direct Costs - Direct Act 2021 £	*Total funds 2021 £*
Net pension finance costs	*63,000*	*63,000*
Wages and salaries	*3,012,819*	*3,012,819*
Pension cost	*26,000*	*26,000*
Subcontractor costs	*260,325*	*260,325*
Recruitment and staff training	*37,960*	*37,960*
Travel and motor expenses	*20,201*	*20,201*
Vehicle leasing charges	*3,128*	*3,128*
Advertising, conventions and shows	*28,634*	*28,634*
Bank charges	*1,564*	*1,564*
Property costs	*175,389*	*175,389*
Meeting room hire and refreshments	*2,392*	*2,392*
	3,631,412	*3,631,412*

Analysis of support costs

	Support Costs 2022 £	**Total funds 2022 £**
Wages and salaries	93,026	**93,026**
Depreciation	41,000	**41,000**
Office expenses	206,967	**206,967**
Interest payable	4,643	**4,643**
Audit and accountancy fees	15,336	**15,336**
Legal fees	50,564	**50,564**
Trade subscriptions	18,131	**18,131**
Sundry expenses	171,916	**171,916**
Irrecoverable VAT	52,135	**52,135**
	653,718	**653,718**

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

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Direct Costs 2021 £	*Total funds 2021 £*
Wages and salaries	*91,545*	*91,545*
Depreciation	*33,449*	*33,449*
Office expenses	*218,893*	*218,893*
Interest payable	*7,785*	*7,785*
Audit and accountancy fees	*9,600*	*9,600*
Legal fees	*33,108*	*33,108*
Trade subscriptions	*11,112*	*11,112*
Sundry expenses	*135,747*	*135,747*
Irrecoverable VAT	*55,309*	*55,309*
	596,548	*596,548*

9. Auditors' remuneration

	2022 £	*2021 £*
Fees payable to the charity's auditor for the audit of the charity's annual accounts	**10,000**	*7,000*
Fees payable to the charity's auditor in respect of:		
All non-audit services not included above	**3,550**	*1,980*

10. Staff costs

	2022 £	*2021 £*
Wages and salaries	**3,271,944**	*2,582,531*
Social security costs	**271,180**	*219,667*
Contribution to pension schemes	**183,305**	*302,166*
	3,726,429	*3,104,364*

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

10. Staff costs (continued)

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

	2022 No.	*2021 No.*
Employees	**133**	*110*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	*2021 No.*
In the band £60,001 - £70,000	**1**	*2*
In the band £90,001 - £100,000	**1**	*1*

Key management personnel for the year was comprised of 5 people (2021 - 4). The aggregate remuneration of key management personnel in the year was £413,130 (2021 - £344,735).

11. Trustees' remuneration and expenses

No trustees received payment for their role as a Trustee.

One trustee received remuneration amounting to £93,026 in the current year (2021 - £92,302) for their services as Chief Executive Officer.

During the year ended 31 March 2022, no expenses were reimbursed to trustees for their role as a trustee.

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

12. Tangible fixed assets

	Freehold property £	Long-term leasehold property improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation					
At 1 April 2021	**473,951**	**213,767**	**75,141**	**313,934**	**1,076,793**
Additions	**-**	**-**	**5,116**	**54,847**	**59,963**
At 31 March 2022	**473,951**	**213,767**	**80,257**	**368,781**	**1,136,756**
Depreciation					
At 1 April 2021	**66,048**	**186,420**	**75,141**	**294,804**	**622,413**
Charge for the year	**10,578**	**5,475**	**935**	**24,011**	**40,999**
At 31 March 2022	**76,626**	**191,895**	**76,076**	**318,815**	**663,412**
Net book value					
At 31 March 2022	**397,325**	**21,872**	**4,181**	**49,966**	**473,344**
At 31 March 2021	*407,903*	*27,347*	*-*	*19,130*	*454,380*

13. Investment property

	Freehold investment property £
Valuation	
At 1 April 2021	**350,000**
At 31 March 2022	**350,000**

The fair value is based on the valuation undertaken by Hyde Harrington, a firm of Chartered Surveyors which was received in March 2022.

14. Debtors

	2022 £	*2021 £*
Due within one year		
Trade debtors	**340,119**	*117,495*
Other debtors	**403,852**	*333,277*
Prepayments and accrued income	**50,794**	*22,764*
	794,765	*473,536*

15. Creditors: Amounts falling due within one year

	2022 £	*2021 £*
Bank loans	**28,970**	*25,929*
Trade creditors	**65,557**	*53,063*
Other taxation and social security	**270,346**	*107,526*
Other creditors	**32,552**	*26,111*
Accruals and deferred income	**984,853**	*651,249*
	1,382,278	*863,878*

Secured loans

Bank loans falling due within one year of £28,970 (2021 - £25,929) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Unit 2, Gillan Way, Penrith 40 Business Park, Penrith, CA11 9BP.

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

16. Creditors: Amounts falling due after more than one year

	2022 £	*2021 £*
Bank loans	**68,471**	*218,568*

Included within the above are amounts falling due as follows:

	2022 £	*2021 £*
Between one and two years		
Bank loans	**68,471**	*53,942*
Between two and five years		
Bank loans	**-**	*87,914*
Over five years		
Bank loans	**-**	*76,712*

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2022 £	*2021 £*
Repayable by instalments	**-**	*76,711*
	-	*76,711*

Secured loans

Bank loans falling due after more than one year of £68,471 (2021 - £218,568) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Unit 2, Gillan Way, Penrith 40 Business Park, Penrith, CA11 9BP.

17. Prior year restatement

During the current year the settlements relating to members transferring out of the defined benefit pension scheme were settled. In the previous year the amounts expected for these settlement were reflected through the income statement, however upon review of the treatment and understanding the underlying assets and liabilities for this settlement, the trustees are of the opinion that these settlements should have been recognised throughout the other comprehensive income statement in the previous year.

As a result expenditure has increased by £164k to £4,228k, and the profit for the year has reduced by £164k to £578k. The other comprehensive deficit has decreased by £164k to £1,028k. There has been no impact of the balance sheet or resulting reserves.

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2022 £
Unrestricted funds					
General funds	**1,232,215**	**5,402,244**	**(5,080,634)**	**-**	**1,553,825**
Pension reserve	**(3,632,000)**	**-**	**61,000**	**2,885,000**	**(686,000)**
	(2,399,785)	**5,402,244**	**(5,019,634)**	**2,885,000**	**867,825**
Restricted funds					
Barclays 100x100	**23,652**	**-**	**(23,652)**	**-**	**-**
Eden youth hub	**-**	**25,400**	**(19,759)**	**-**	**5,641**
Ready for work - Blackpool	**-**	**22,860**	**(22,860)**	**-**	**-**
Self employment project	**-**	**12,763**	**(10,100)**	**-**	**2,663**
	23,652	**61,023**	**(76,371)**	**-**	**8,304**
Total of funds	**(2,376,133)**	**5,463,267**	**(5,096,005)**	**2,885,000**	**876,129**

18. Statement of funds (continued)

Barclays 100 x 100
We were delighted to be one of the recipients of the 100x100 Barclays Covid Support Fund. This donation was utilised to help repurpose our premises making them Covid-secure for our staff and beneficiaries. We were able to enhance our digital offer and overall the funds have enabled us to help more people, more quickly, at the time they needed the help the most.

Eden Youth Project
The Eden Youth project is funded by Eden District Council to proactively engage with individuals within the Eden area through a programme of engagement/activity. Budgeting & Debt Advice Employer Recruitment group sessions, open drop in, mentoring, job and life skills training. Clients who are Disengaged, Disadvantaged and are isolated young people in the margins of the community and society where engagement is required prior to any conversation around work needs can take place, which can only be beneficial after the removal of barriers identified. The work will include clients living in the outlying towns in Eden where transport into Penrith is a challenge and digital isolation is an issue.

Community Renewal Fund
The project is funded via Blackpool Council and supports individuals aged 18-24, to access support that will enable them to develop their people skills as well as their work skills. The aim is to ensure that the project offers advice and support and is available when individuals are considering career paths and moving into work.

Copeland Community Fund - Self-Employment
Funded through the Copeland Community Fund and working in partnership with the "Money Education Support Service" Inspira run a support programme to help candidates in Copeland explore self-employment as a sustainable career option. The 4 week class room based programme will help individuals set up a business plan, explore financial planning and marketing, set up a website or Facebook page, understand the legal side of starting up a small business and educate people in sales and customer service. The programme will then support people for an additional 4 months on a one to one basis managing budgets and benefit payment until the business is at a financial viable stage.

Statement of funds - prior year

	Balance at 1 April 2020 £	*Income* £	*Expenditure* £	*Gains/ (Losses)* £	*Balance at 31 March 2021* £
Unrestricted funds					
General funds	*766,725*	*4,528,102*	*(4,062,612)*	*-*	*1,232,215*
Pension reserve	*(2,693,000)*	*-*	*89,000*	*(1,028,000)*	*(3,632,000)*
	(1,926,275)	*4,528,102*	*(3,973,612)*	*(1,028,000)*	*(2,399,785)*
Restricted funds					
Barclays 100x100	*-*	*100,000*	*(76,348)*	*-*	*23,652*
Total of funds	*(1,926,275)*	*4,628,102*	*(4,049,960)*	*(1,028,000)*	*(2,376,133)*

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

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	473,344	-	**473,344**
Investment property	350,000	-	**350,000**
Current assets	2,181,230	8,304	**2,189,534**
Creditors due within one year	(1,382,278)	-	**(1,382,278)**
Creditors due in more than one year	(68,471)	-	**(68,471)**
Provisions for liabilities and charges	(686,000)	-	**(686,000)**
Total	867,825	8,304	**876,129**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	*Restricted funds 2021 £*	*Total funds 2021 £*
Tangible fixed assets	*454,380*	-	*454,380*
Investment property	*350,000*	-	*350,000*
Current assets	*1,510,281*	*23,652*	*1,533,933*
Creditors due within one year	*(863,878)*	-	*(863,878)*
Creditors due in more than one year	*(218,568)*	-	*(218,568)*
Provisions for liabilities and charges	*(3,632,000)*	-	*(3,632,000)*
Total	*(2,399,785)*	*23,652*	*(2,376,133)*

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

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	*As restated 2021 £*
Net income for the year (as per Statement of Financial Activities)	**367,262**	*578,142*
Adjustments for:		
Depreciation charges	**40,999**	*33,449*
Defined benefit pension scheme costs	**61,000**	*(67,000)*
Dividends, interests and rents from investments	**(18,460)**	*(28,216)*
(Increase)/Decrease in debtors	**(321,229)**	*588,045*
Increase/(Decrease) in creditors	**391,334**	*(953,248)*
Movement in provision for Irrecoverable VAT	**-**	*(54,844)*
Net cash provided by operating activities	**520,906**	*96,328*

21. Analysis of cash and cash equivalents

	2022 £	*2021 £*
Cash in hand	**1,394,769**	*1,060,397*
Total cash and cash equivalents	**1,394,769**	*1,060,397*

22. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	**1,060,397**	**334,372**	**1,394,769**
Debt due within 1 year	**(25,929)**	**(3,041)**	**(28,970)**
Debt due after 1 year	**(218,568)**	**150,097**	**(68,471)**
	815,900	**481,428**	**1,297,328**

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

23. Pension commitments

The charity operates a defined benefit pension scheme.

The charity operates a defined contribution scheme for employees. The pension cost charge for the year amounted to £239,227 (2021 - £214,945) and outstanding contributions at the balance sheet date amounted to £32,552 (2021 - £26,111).

The charity operates a defined benefit pension scheme. The pension cost charge for the year amounted to £178,000 (2021 - £178,025) and outstanding contributions relating to this scheme were £Nil (2021 - £Nil) at the balance sheet date.

The charity contributes to the Greater Manchester Pension Fund (a Local Government Pension Scheme) on behalf of its employees to provide benefits based on final pensionable pay. Contributions are charged to the statement of comprehensive income so as to spread the cost of pensions over the employee's working lives with the company. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The most recent actuarial valuation has been undertaken as at 31 March 2022 by an appropriately qualified actuary who are also regulated by the FCA.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2022 %	*At 31 March 2021 %*
Discount rate	**2.8**	*2.2*
Future salary increases	**2**	*1*
Future pension increases	**3**	*2.5*

	At 31 March 2022 Years	*At 31 March 2021 Years*
Mortality rates (in years)		
- for a male aged 65 now	**20**	*20.1*
- at 65 for a male aged 45 now	**21**	*21*
- for a female aged 65 now	**22.8**	*22.9*
- at 65 for a female aged 45 now	**24.5**	*24.5*

23. Pension commitments (continued)

The charity's share of the assets in the scheme was:

	At 31 March 2022 £	*At 31 March 2021 £*
Equities	**22,281,520**	*22,134,960*
Debt instruments	**4,988,400**	*3,689,160*
Property	**2,660,480**	*2,152,010*
Cash and other liquid assets	**3,325,600**	*2,766,870*
Total fair value of assets	**33,256,000**	*30,743,000*

The actual return on scheme assets was £920,000 *(2021 - £641,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2022 £	*As restated 2021 £*
Current service cost	**(39,000)**	*(26,000)*
Interest income	**670,000**	*641,000*
Interest cost	**(748,000)**	*(704,000)*
Total amount recognised in the Statement of financial activities	**(117,000)**	*(89,000)*

Movements in the present value of the defined benefit obligation were as follows:

	2022 £
Opening defined benefit obligation	**34,375,000**
Interest cost	**748,000**
Contributions by scheme participants	**10,000**
Benefits paid	**(725,000)**
Current service cost	**39,000**
(Gain)/loss on remeasurement of assets	**(505,000)**
Closing defined benefit obligation	**33,942,000**

23. Pension commitments (continued)

Movements in the fair value of the charity's share of scheme assets were as follows:

	2022 £
Opening fair value of scheme assets	**30,743,000**
Expected return on assets	**670,000**
Assets distributed on settlements	**(362,000)**
Contributions by scheme participants	**10,000**
Employer contributions	**178,000**
Benefits paid	**(725,000)**
Actuarial gains	**2,742,000**
Closing fair value of scheme assets	**33,256,000**

The charity expects to contribute £178,000 to the defined benefit pension scheme in 22/23.

24. Operating lease commitments

The charity had no commitments under non-cancellable operating leases at 31 March 2022.

25. Related party transactions

During the year, the charity invoiced £10,000 for services provided at arms length to Richard Rose Central Academy, an Academy where a trustee during the year was also a trustee.

Other related party transactions are disclosed in notes 11 and 12.

26. Controlling party

The ultimate controlling party of the charity is the Board of Trustees.

Inspira (01)

England & Wales - Charity number 1179502

Accounts

Registered number: 04182567
Charity number: 1179502

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

ArmstrongWatson®

Accountants, Business & Financial Advisers

INSPIRA CUMBRIA LIMITED
(A company limited by guarantee)

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INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2021

Trustees	Mark Bowman, Chief Executive Sean Lee Balmer, Trustee Derick Neil Pattinson, Trustee George David Beveridge, Chairman Elaine Flowers, Trustee Jane Louise Wilding, Trustee Ruth Michelle Harrison-Palmer, Trustee Samuel John Lyon (appointed 27 November 2020)
Company registered number	04182567
Charity registered number	1179502
Registered office	Gillan Way Penrith 40 Business Park Penrith Cumbria CA11 9BP
Company secretary	David Brian Emerson
Chief executive officer	Mark Bowman
Independent auditors	Armstrong Watson Audit Limited Statutory Auditors Carlisle Cumbria CA1 1HP

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their annual report together with the audited financial statements of the Inspira Cumbria Limited for the year 1 April 2020 to 31 March 2021. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE

2020/21 has been an incredibly challenging year. Much of the year has seen the charity operate under national lockdown restrictions with limitations on how and where we are able to deliver our services. Although we have seen a reduction in overall income the trustees and management team have steered the charity through a successful year.

Despite the challenging operating environment we have remained resilient and the demand for our work has been high. The uncertain labour market has meant that careers advice and employability programmes have never been more relevant. We have been flexible in how we have supported our beneficiaries, offering support digitally, across a range of platforms, as well as in person. It is challenging but it's worked. We have worked with a range of people and employers in a range of settings such as schools, job centres and community groups. Our personal development programmes have been popular and contributed to both individual and community resilience.

The team that makes up Inspira have been fantastic. We have been able to maintain the core staffing despite income being reduced. They have worked incredibly hard to meet the needs of the people they work with and the communities that they work in. All have embraced the "hybrid" working patterns that have been established and have helped the charity not only deliver existing work but win new work in new and existing areas.

Every year, on behalf of the trustees, a full staff survey is carried out. The trustees are delighted that the most recent survey (December 2020) showed positive results including 99% of staff taking pride in belonging to the charity and 100% saying that the Charity s response to Covid was good.

The trustees are proud of the activities carried out and the review of activities provides a detailed account of how we are meeting our charitable objectives. In 2020/21 we have continued to develop our delivery in Cumbria, Lancashire, Blackpool, Northumberland and Newcastle. We are delighted that 2021/22 is seeing significant growth in our delivery across these areas.

The major contracts that have contributed to our charitable objectives this year include:

- Targeted Careers Information, Advice and Guidance (Cumbria)
- National Citizen Service (Cumbria, Lancashire, Blackpool, Blackburn, Northumberland, Newcastle)
- National Careers Service (Cumbria, Lancashire Blackpool)
- Skills Support for the Unemployed (Cumbria)
- Careers Hub and Enterprise Adviser Network (Lancashire, Blackpool, Blackburn)
- The Link (Cumbria)

We also continue to be funded by a host of schools, employers and community funds to deliver a range of bespoke programmes.

We will continue to be bold when looking for new work and new areas to work. 2021/22 will see a major expansion in the delivery of our Employability work, we are looking forward to the challenge.

George Beveridge – Chair **Mark Bowman – Chief Executive**

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

Objectives and activities

a. Policies and objectives

Mission and Vision
Inspira works to connect people with education and employers.

Our mission is to empower young people and adults to help them reach their potential in life, work and society.

Our Values are
- Be Bold
- Be Resilient
- Be Relevant
- Show Respect
- Show Integrity

Our Objects

The Charity's objects are restricted specifically (in each case, only for the public benefit) to the following:
- To relieve unemployment in such ways as may be thought fit including assistance to find employment
- To help young people and adults advance in life through providing support and activities which develop their skills, capabilities and capacities to enable them to participate in something as mature and responsible individuals
- To promote social inclusion by preventing people from being or becoming socially excluded, helping people who are usually excluded and assisting them to integrate into society. ("Socially excluded" means being excluded from society or parts of society as a result of unemployment, financial hardship, age, unlawful discrimination or poor educational or skills attainment).
- To advance education of people in such way as thought fit, including preparation for entry to any occupation, trade or profession
- To promote equality and diversity

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

b. Strategies for achieving objectives

The Trustees have agreed a strategic planning framework based on the following principles:
- Size of charity
- What we deliver
- Where we deliver
- The capabilities and resources to deliver
- Sustainability

c. Main activities undertaken to further the charity's purposes for the public benefit

Statement on Public Benefit

The Trustees have taken into consideration the Charity's Commission guidance on Public Benefit in preparing their statements on public benefit contained within this Trustees Annual Report.

Following its Charitable objects, Inspira exists to help young people and adults reach their full potential, in work, life and society. The services, programmes and ultimately the benefits that Inspira can offer are chosen to help fulfil the mission.

Over the financial year covered by this report, the charity has worked with over 15,000 young people, helping them develop their skills capabilities and promoting social inclusion and cohesion. It has worked with over 6,000 adults providing advice and skills to unemployed people, advancing their education and preventing social isolation by providing assistance to find employment.

Trustees Assessment of Public Benefit

As well as overseeing the services and programmes the Charity delivers the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

The Trustees see a full range of performance indicators at every Trustees meeting which helps satisfy them that the charity is providing public benefit and achieving its Charitable objects.

The full range of programmes that Inspira delivers provide crucial services to the communities that we work in. All programmes are carefully selected to ensure they meet the objects of the charity and provide added value to the beneficiaries.

With a growing geographical footprint the Trustees are confident that not only is Public Benefit being provided, it is being provided to a growing number of beneficiaries.

As well as overseeing the services and programmes the Charity delivers the Trustees scrutinise key elements of operations such as Safeguarding and Health and Safety, receiving reports at every trustees meeting.

Achievements and performance

a. Key performance indicators

Financial Review and Results for the Year:

The impact of Covid-19 on turnover has been significant with 19% of anticipated revenue lost. Through very close management and growth of other income streams the reduction has not resulted in a loss.

The Statement of Financial Activities shows total income of £4,806,102 (2020 £7,717,459) and total expenditure of £4,063,960 (2018 £7,435,866) leading to an operating surplus, for the 12-month period of £742,142.

b. Review of activities

Inspira's model of working is customer-centric and encompasses a six-pronged approach, with support adjusted depending on an individual's need or community-led initiative.

As a charity working in the employability skills field, we are driven by our BOLD, RESILIENT and RELEVANT values.

We ensure young people and adults have access to and experience the working world and have the knowledge and skills to succeed. By doing this, we help build stronger, bolder local communities that are resilient to changes in the economy and relevant for the modern world and workplace.

Practical Support:

Inspira's practical support is designed to equip young people and adults with the resilience skills they need to get their lives, education, and careers on track. This strand works in tandem with Inspira's other five areas of support.

When people face challenging times in their lives, sometimes they need a combination of help, including practical support.

During the pandemic, a lot of people lost their job; Stuart was one of those people. Stuart had had a varied but consistent working history during his working life, but he never felt that he had a long-term plan in place.

When Stuart called Inspira, they connected him with an adviser who works with adults on the National Careers Service.

Together they reflected on his current situation and thought about what he would like his future to look like. Stuart decided that he would like to move away from getting any job and instead start a course and work towards a career.

Working with his adviser, Stuart started to analyse the jobs he had undertaken, and he found he enjoyed working as a Teaching Assistant.

Realising that he didn't have the required Maths qualification he needed to train as a teacher, Stuart and his adviser investigated online Level 2 Maths courses and a free online training course for a Special Educational Needs Teaching qualification. Stuart enrolled on both on the course and is well on his way to achieving his career goals. National Careers Service is delivered on behalf of the Education and Skills Funding agency (ESFA) via the Growth Company and EDT.

Advice, Guidance and Action Planning:

As a leader in career management, Inspira works with young people and adults to help them understand the careers options available to them. Inspira works with them to manage their career journey, undertake education or training pathways to be relevant in the workplace and ultimately find work. By being embedded in our local communities, our team draw on local labour market intelligence and excellent relationships with educational institutions and employers to ensure people have the best chance for success in life and work.

The targeted careers information, advice and guidance contract (CIAG) on behalf of Cumbria County Council is a classic example of Advice, Guidance and Action Planning in practice.

During the pandemic and lockdown, the way Inspira delivered its sessions changed dramatically. In the words of an Inspira Adviser, this is what they did.

For young people already disengaging from school, the lockdowns worsened the situation; it was challenging to build their employability skills or make friends.

I was used to seeing young people on a one-to-one basis - supporting, encouraging, and motivating them to return to education, employment or training. It wasn't easy to make contact at times, but as lockdown continued, I found young people were keen to hear from me, answering my calls, eager to talk to someone different.

I soon had a small group of young people who were willing to meet via Zoom. Together with my colleague, we put together a short programme of development activities, including guest speakers, which could be delivered digitally and keep the young people engaged with the service.

The group quickly expanded, and membership became much more fluid as young people moved into employment or training, and new young people joined.

Work-related experiences:

By providing inspirational, high quality and relevant work experience opportunities, Inspira has a significant impact on people's future and changes people's lives who are entrenched in unemployment.

Work-related experiences are an essential step in the process to help people get ready for work and be successful at the interview stage. However, during 2020, it was difficult for clients to gain on-the-ground experience during the pandemic. However, Inspira's pre-employment programmes helped mitigate the risk and prepare people for the workplace.

Chris was one such learner, joining a pre-employment programme for care workers in November.

Focusing on participants from the Kickstart scheme, announced by the Government, Chris joined a cohort of learners to prepare for working in the care sector. The programme aimed to ensure that Chris and his fellow learners gained appropriate care-related qualifications, support with personal development and interview techniques.

Chris had previously worked in the retail setting before the Covid-19 pandemic. However, like many people in that sector, he lost his job in Spring 2020.

Chris didn't have any work-related experience in the care sector or care-related qualifications. So, the Inspira team helped Chris complete several qualifications as part of the programme and supported Chris in identifying his transferable skills and practising interview questions. They then introduced him to a local care provider, who, following the interview process, hired Chris as a Care Assistant.

The Key is employer-led and delivered on behalf of ESFA and Cumbria LEP, It is funded by European Social Funds.

Personal development programmes:

Personal development is a critical component of Inspira's programmes, whether getting people ready for the working world or continuing their education or training. Activities cover awareness of and the ability to identify and develop talents, realising potential, dreams and aspirations.

For young people, Inspira delivers the National Citizen Service (NCS) on behalf of NCST and the Growth Company. NCS supports young people in learning and developing relevant skills that are required in the modern working world.

On NCS, young people develop and hone their confidence, leadership and independence through a structured programme to promote vital life skills. Through the programme, young people are given a unique opportunity to build employability skills, engage with many businesses and professionals and develop leadership skills through social action. As a central contributor to the development of NCS since 2011, Inspira delivers NCS in Cumbria, Lancashire, and Northumberland.

While 2020/21 was a little different, between July and December, approximately 1000 young people in Cumbria, Lancashire and Northumberland were inspired into social action to help their local communities during the COVID-19 pandemic.

Combined, the young people contributed to over 8,000 hours of voluntary work and social action projects. Nation-wide there was a target of one million hours of volunteering and social action.

Inspira continued to offer support through NCS as part of the School Support programme delivering programmes and activities for 16 - 17-year-olds directly through their schools and colleges. The initiative enabled the education institutions to pick thematic sessions which helped young people with well-being, employability and post COVID socialisation.

Personal support:

Katy had been travelling in Australia when COVID-19 became a global concern. Hurrying home due to the ever-changing situation, Katy found herself in a national lockdown and a very challenging time to search for employment opportunities.

Determined to find a job, Katy was keen to understand the career opportunities for graduates and how best to promote herself in the competitive and declining job market.

When Katy contacted her local Jobcentre Plus, her work coach told her that Inspira could help through the National Careers Service and support recent graduates, just like her, with their career search.

When Katy approached Inspira, an online appointment was booked with a knowledgeable and experienced adviser. Following her appointment, Katy was encouraged to join the pre-employment programme designed specifically for graduates.

Increased engagement in the community:

Being engaged with the local community is important to ensure people feel included and feel like contributors to society.

Ensuring our programmes include engagement with our communities helps young people and adults understand more about themselves and how to find career and volunteering opportunities within their local area.

One way Inspira does this is to work with the Blackpool Opportunity Area through the Lancashire Careers Careers Hub and the Lancashire Enterprise Adviser Network delivered on behalf of Lancashire LEP and the Careers and Enterprise company.

Inspira held a Blackpool Innovation and Impact Event to connect Cornerstone Employers and local Careers Leaders during the pandemic as part of the charity's employer engagement work.

Cornerstone Employers work with networks of schools and colleges to improve careers education.

They:

- make sure vital skills for their sector are understood by teachers and education leaders,
- inspire students,
- champion jobs in their local area,
- and have a direct route into potential new employees living on their doorstep.

The event aimed to connect partners to strengthen relationships and understanding, hoping this would lead to innovative thinking on how best to help prepare young people for the world of work during and post the pandemic.

Inspira's six pillars of working with people are interrelated. Each part of the jigsaw plays its part to inspire our clients to reach their potential in life, work, and society and be bold, resilient, and relevant.

c. Defined benefit pension scheme

The charity operates a funded defined-benefit pension scheme. The effect of compliance with financial reporting standard FRS102 in relation to the defined benefit scheme is disclosed in Note 25 to the financial statements. The annually calculated notional surplus or deficit on the funding of the scheme is designated in the financial statements as a defined benefit pension scheme asset or liability which is added to or deducted from Net Assets in the balance sheet.

An actuarial review carried out as at 31st March 2021 shows the market value of the assets of the scheme to be £30.743 million and the present value of the liabilities £34.375 million. The net deficit or liability on the scheme of £3.632 million is a statement of the transient situation as at 31st March 2021 and the Trustees recognise that this can swing notably in response to market forces and the actuarial assumptions made.

The Trustees continue to consider the impact of this liability on future cashflows and on reserves but believe that it will be funded from the Charity's normal activities. Whilst there is no immediate impact on available cashflows and therefore on the Reserves Policy, the Trustees regularly consider the matter in committee and board meetings and when deemed appropriate, seek external professional advice to ensure that the Charity and its Trustees comply with all legal and associated requirements. Therefore, its effect has been disregarded in the rest of this report.

d. Investment policy and performance

In the current economic climate investment returns are limited and the Charity continues to generate bank interest through its interest bearing account held with its bank. The Charity has no other financial investments held in stock market or banking-related products.

The Charity owns its head office premises.

e. Factors relevant to achieve objectives

Our People:

Inspira has a committed staff. The Board of Trustees regularly receive reports about the projects they deliver and see them at first hand from time to time. They wish to place on record their appreciation for the hard work and dedication shown by the staff.

With a large percentage of Inspira staff delivering face to face individual and group work, Covid-19 and the lockdown presented a challenge the Company has not experienced before.

Noting the direction of travel, the senior management team took a proactive approach to establishing plans to meet staff and clients' needs.

Establishing a robust internal communication process was paramount to ensure the entire Inspira team were kept informed and felt included as circumstances rapidly changed.

When the stay-at-home notice was issued, IT equipment was dispatched and the Inspira team became mobile, shifting their delivery online and working collaboratively across the two counties.

To support the team in their interactions with clients and their own mental health and personal circumstances at home, Inspira reinforced their well-being strategy with weekly Chief Executive video updates and regular guides to working from home - delivered through internal communications platform Yammer.

Regular check-ins occurred with furloughed staff, and many took the opportunity to undertake training opportunities such as gaining their Level 4 and 6 in CIAG.

We held a virtual all staff conference at which every member of the team produced a video to introduce themselves to the charity.

Adapting to digital was a step-change for the Inspira team, but they met the challenge head-on and successfully.

While the pandemic was a difficult time, there were positive impacts, collaboration and a real sense of community and support.

At the last staff survey (Dec 2020) 100% of staff that responded said that the charity had responded well to challenges presented as a result of Covid-19.

Partnerships

The Trustees regularly review the charity's approach to stakeholder engagement and to deliver maximum impact to its beneficiaries. The charity works hard to develop and sustain productive partnerships. We work very closely with both County Councils, unitary authorities and district councils across both the Cumbria and Lancashire Local Enterprise Partnership footprints as well as the Local Enterprise Partnerships themselves. This involves both contractual and non-contractual work. We have welcomed the new partnerships that have developed in the North East.

We work in partnership with schools, colleges and other parties such as Job Centre Plus to deliver a whole range of services. We have partnerships to deliver contracts such as National Citizen Service with the National Citizen Service Trust and the Growth Company and the National Careers Service with The Growth Company and The Education Development Trust.

We work with a number of third sector organisations, employer bodies and community foundations.

Financial review

a. Going concern

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

b. Reserves policy

Inspira needs free reserves to enable it to fulfil its charitable obligations and commitments that it enters into. The charity also requires reserves to ensure continuance of these obligations in the event of any unexpected revenue shortfall.

Free reserves are defined by the Charity Commission as unrestricted funds available to spend on the general purposes of the charity and therefore excluding those designated for particular purposes and those already utilised in purchasing tangible fixed assets. Free reserves should not be mistaken for cash reserves.

Inspira's policy in the long term is to aim to hold reserves equal to not less than three months normal running costs. The directors/trustees believe that the reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable objectives. The charity's short-term objective is to ensure that the combination of cash and realisable fixed assets is sufficient to meet current and anticipated obligations.

Structure, governance and management

a. Constitution

The charity is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21 March 2018.

The charity is constituted under a Memorandum of Association dated 21 March 2018 and its registered charity number is 1179502.

Every member undertakes to contribute an amount not exceeding £1 in the event of the Charity being wound up. As at 31st March 2021 the charity had 12 members, the individuals who are the Trustees and:

- Cumbria County Council
- Cumbria Youth Alliance
- University of Cumbria
- Cumbria Chamber of Commerce

The charity was incorporated on 19 March 2001 and commenced trading on that date.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Potential Trustees are identified by partner organisations or serving directors/trustees and have the necessary skills and experience to complement the current Board.

c. Policies adopted for the induction and training of Trustees

On appointment each new director/trustee receives an induction pack which outlines the role and responsibilities of becoming a director/trustee to the organisation, terms and conditions of the appointment, background details of the Charity and information relating to the conduct of the Board, including matters reserved, standing orders and specific policies and procedures.

The Board carries out a performance review every year and has incorporated the findings into its work plan.

d. Pay policy for senior staff

The remuneration of key management personnel is agreed by the Remuneration Committee, a subcommittee of the People and Performance Committee. The pay policy for senior staff is based on industry benchmarks. The Chair of the Board is responsible for the Chief Executive's performance development review and the Board determine an annual pay review, with the employment contract and policies of the organisation.

e. Organisational structure and decision making

The Company was established in March 2001 (Connexions Cumbria Limited). It rebranded, by special resolution in January 2011 to Inspira Cumbria Limited, trading as Inspira. In August 2018 we became a registered charity.

The Chief Executive, under the delegation from the Board is responsible for the day to day management of the Company. The Senior Management Team is comprised of the CEO, two delivery Directors and Chief Financial Officer. The responsibility of the SMT is to manage and develop the Company as effectively as possible. In June 2021 a new post of Head of Employability was added to the SMT.

The Board of Trustees meets at least six times a year. The Chair is a non-executive chosen by the Board. Committees have delegated authority to review business areas such as Finance and Growth, People and Performance and related areas. Committees meet at least three times a year.

f. Risk management

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Senior management monitors the key risks on a day to day basis and assesses the controls used for managing those risks. The Board formally reviews and documents the principal risks facing the business at least annually.

The principal risks and uncertainties facing the Charity are as follows:

- Loss of main contracts due to change in government policy, competition, poor performance
- Reputational damage/factors affecting business continuity
- Technological issues – resilience of telecommunications and IT infrastructure and the pace of change affecting the wider business environment
- Loss of key personnel
- Major incident relating to the Safeguarding of staff or beneficiaries
- Impact of Covid-19
- Inability to implement new contracts

Future development and response to Covid-19 pandemic

The charity has a main aim of supporting as many people as possible to reach their full potential. This remains the key driver but we are acutely aware that to achieve this we must maintain and improve financial sustainability. Strategic plans are in place to help this happen which include growth, both geographically and in the charitable activities that we deliver.

Plans for future periods

The demand for our services, particularly for employability related services is high. The charity is extremely relevant and feels it can rise to the challenge of supporting more beneficiaries through increased contracts from commissioners. We are delighted to be one of the delivery partners on the Government's new flagship programmes, RESTART. The work is delivered on behalf of the Department for Work and Pensions via G4S.

Future Public Benefit

Despite the difficult funding and operating environment, Inspira is in a good position to grow and deliver increased public benefit. The unprecedented demand for employability services will see an increase in beneficiaries. With the commencement of the RESTART programme we will expand our reach across the North West, building on the opportunities provided by the National Citizen Service, National Careers Service and Local Enterprise Partnership contracts.

The Trustees will ensure that the Charity continues to benefit the public by providing strong governance and the Senior Management Team will provide strong management responding where appropriate to any requirements laid down by the Charity Commission.

No fundraising activities have taken place during the year.

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

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charity for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

select suitable accounting policies and then apply them consistently;

observe the methods and principles of the Charities SORP (FRS 102);

make judgments and accounting estimates that are reasonable and prudent;

state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;

prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and

that each Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

The auditors, Armstrong Watson Audit Limited, have indicated their willingness to continue in office.

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

Mr M Bowman
Trustee
Date: 24 September 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED

Opinion

We have audited the financial statements of Inspira Cumbria Limited (the 'charity') for the year ended 31 March 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSPIRA CUMBRIA LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

The extent to which the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we assessed the extent of compliance with the laws and regulations identified as key to the entity through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- reviewing the key areas of the financial statements most susceptible to fraud whilst tailoring our audit plans.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;

- assessed whether judgements and assumptions made in determining the accounting estimates, such as the defined benefit pension and investment property valuations were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and
- reviewed CJRS claims made during the financial year to ensure compliant with HMRC.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing correspondence with the funding bodies and the charity's legal advisors;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Armstrong Watson Audit Limited

Joanna Gray (Senior statutory auditor)
for and on behalf of
Armstrong Watson Audit Limited
Statutory Auditors
Fairview House

Date: 14-10-21

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	4	**-**	**100,000**	**100,000**	-
Charitable activities	5	**4,366,766**	**-**	**4,366,766**	*7,664,883*
Investments	6	**27,930**	**-**	**27,930**	*32,189*
Other income	7	**311,406**	**-**	**311,406**	*20,387*
Total income		**4,706,102**	**100,000**	**4,806,102**	*7,717,459*
Expenditure on:					
Charitable activities	8	**3,987,612**	**76,348**	**4,063,960**	*7,435,866*
Total expenditure		**3,987,612**	**76,348**	**4,063,960**	*7,435,866*
Net movement in funds before other recognised gains/(losses)		**718,490**	**23,652**	**742,142**	*281,593*
Other recognised gains/(losses):					
Defined benefit pension scheme		**(1,192,000)**	**-**	**(1,192,000)**	*(397,000)*
Net movement in funds		**(473,510)**	**23,652**	**(449,858)**	*(115,407)*
Reconciliation of funds:					
Total funds brought forward		**(1,926,275)**	**-**	**(1,926,275)**	*(1,810,868)*
Net movement in funds		**(473,510)**	**23,652**	**(449,858)**	*(115,407)*
Total funds carried forward		**(2,399,785)**	**23,652**	**(2,376,133)**	*(1,926,275)*

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

The notes on pages 21 to 43 form part of these financial statements.

INSPIRA CUMBRIA LIMITED

(A company limited by guarantee)
REGISTERED NUMBER: 04182567

BALANCE SHEET
AS AT 31 MARCH 2021

	Note		2021 £		*2020 £*
Fixed assets					
Tangible assets	13		**454,380**		*485,537*
Investment property	14		**350,000**		*350,000*
			804,380		*835,537*
Current assets					
Debtors	15	**473,536**		*1,061,581*	
Cash at bank and in hand		**1,060,397**		*964,074*	
		1,533,933		*2,025,655*	
Creditors: amounts falling due within one year	16	**(863,878)**		*(1,791,567)*	
Net current assets			**670,055**		*234,088*
Total assets less current liabilities			**1,474,435**		*1,069,625*
Creditors: amounts falling due after more than one year	18		**(218,568)**		*(248,056)*
Provisions for liabilities			**-**		*(54,844)*
Net assets excluding pension liability			**1,255,867**		*766,725*
Defined benefit pension scheme liability	25		**(3,632,000)**		*(2,693,000)*
Total net assets			**(2,376,133)**		*(1,926,275)*
Charity funds					
Unrestricted funds					
Unrestricted funds excluding pension asset	20	**1,232,215**		*766,725*	
Pension reserve	20	**(3,632,000)**		*(2,693,000)*	
Total unrestricted funds	20		**(2,399,785)**		*(1,926,275)*
Total funds			**(2,376,133)**		*(1,926,275)*

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2021

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

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

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

.....

Mr M Bowman
Trustee
Date: 24 September 2021

The notes on pages 21 to 43 form part of these financial statements.

INSPIRA CUMBRIA LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	*2020* *£*
Cash flows from operating activities		
Net cash used in operating activities	**124,544**	*101,186*
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	**-**	*(34,661)*
Purchase of intangible assets	**(2,293)**	-
Net cash used in investing activities	**(2,293)**	**(34,661)**
Cash flows from financing activities		
Repayments of borrowing	**(25,928)**	*(22,462)*
Net cash used in financing activities	**(25,928)**	**(22,462)**
Change in cash and cash equivalents in the year	**96,323**	**44,063**
Cash and cash equivalents at the beginning of the year	**964,074**	*920,011*
Cash and cash equivalents at the end of the year	**1,060,397**	*964,074*

The notes on pages 21 to 43 form part of these financial statements

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

1. General information

Inspira Cumbria Limited is a company limited by guarantee and is incorporated in England. It's registered office is Gillan Way, Penrith 40 Business Park, Penrith, Cumbria, CA11 9BP.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inspira Cumbria Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. Accounting policies (continued)

2.3 Going concern

Inspira Cumbria Limited provides face to face advice and training which has been impacted by the government restrictions put in place. Operationally, this meant that services could not be provided as usual, which in turn resulted in reduced incoming resources. Alternative strategies were implemented, such as video call technology being used to provide some services resulting in some income for the period. Management also took measures to reduce costs, and the charity utilised the the Job Retention Scheme put in place by the UK government to recover 80% of salaries up to £2,500.

The charity has net current assets of £670,055, and net assets excluding the defined benefit pension scheme of £1,255,867, following a surplus before actuarial adjustments in the period of £718,490.

Cashflow forecasts reflect the receipts expected from contracts in place with funders going forward and are prudent in estimating any income not guaranteed at this point in time. There are discussions on-going with funders regarding variations of contracts to reflect the restrictions that the pandemic may place on future services. A significant proportion of Inspira's costs are variable in relation to subcontracting and part time employment. This means that a reduction in incoming resources can be offset by a similar reduction in controllable costs. The cashflow forecasts do not show a deficit cash position at any time in the next 12 months and therefore support the opinion of the trustees in that the charity is a going concern.

Note 20 to the financial statements shows a deficit in the company's defined benefit pension scheme of £3.632 million (2020: £2.693 million). The pension deficit has increased by £939k during the year. The deficit is being addressed by increased levels of company contributions for future years. The scheme has also transferred the majority of members to a defined contribution scheme leaving only one active member and is closed to future accrual. Whilst there can be no certainty regarding such matters, the directors are of the opinion that this change in the scheme membership along with future levels of contributions and future upturns in financial markets will eventually eliminate the deficit. The current level of resource is adequate to meet any increased liability in the short term. The trustees will continue to monitor the deficit position.

The trustees consider that in preparing the financial statements they have taken into account all information that could reasonably be expected to be available to them. On this basis, they consider that it is appropriate to prepare financial statements on a going concern basis.

2.4 Income

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

Grants are received from donors and other sponsors. For those that are to fund specific projects, these are held as restricted funds. Where a project is not finished within the financial year, the balance of grants, net of expenditure to date, is carried forward as restricted funds.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2. Accounting policies (continued)

2.5 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

2.6 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

During the year, the Charity made use of rental holidays afforded to them by the Lessors of several rented office premises. The rental expense recognised in the accounts includes all reductions.

2.7 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

2.8 Interest income

Interest income is recognised in the Statement of financial activities using the effective interest method.

2.9 Finance costs

Finance costs are charged to the Statement of financial activities over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

2.10 Borrowing costs

All borrowing costs are recognised in the Statement of financial activities in the year in which they are incurred.

2. Accounting policies (continued)

2.11 Pensions

Defined contribution pension plan
The charity operates a defined contribution pension scheme for certain employees and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Defined benefit pension plan
The charity operates a defined benefit plan for certain employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including but not limited to age, length of service and remuneration. A defined benefit plan is a pension plan that is not a defined contribution plan.

The liability recognised in the Statement of financial position in respect of the defined benefit plan is the present value of the defined benefit obligation at the end of the reporting date less the fair value of plan assets at the reporting date (if any) out of which the obligations are to be settled.

The defined benefit obligation is calculated using the projected unit credit method. Annually the company engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in sterling and that have terms approximating to the estimated period of the future payments ('discount rate).

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the company's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in profit or loss as employee costs, except where included in the cost of an asset, comprises:

a) the increase in net pension benefit liability arising from employee service during the period; and
b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in profit or loss as a finance expense'.

2.12 Exceptional items

Exceptional items are transactions that fall within the ordinary activities of the company but are presented separately due to their size or incidence

2.13 Cash at bank and in hand

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

2. Accounting policies (continued)

2.14 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- 40 years
Leasehold improvements	- in line with the lease term
Computers	- 3 years
Equipment	- 3 years

2.15 Investment property

Investment property is carried at fair value reviewed by the directors annually. The value is derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of financial activities.

2.16 Debtors

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

2.17 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.18 Provisions for liabilities

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

2.19 Fund accounting

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

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Establishing useful economic lives:
Establishing useful economic lives for depreciation purposes of property, plant and equipment comprise a significant portion of the total fixed assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The trustees regularly review these assets useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation charges for the period. Details of the depreciation policies based on estimated useful economic lives are included in accounting policy note 2.14.

Defined benefit pension liability
The present value of the defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Results from the actuarial valuation performed at 31 March 2020 has been used by the actuary in valuing the pensions liability at the balance sheet date.

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

4. Income from donations and legacies

	Restricted funds 2021 £	Total funds 2021 £	*Total funds 2020 £*
Donations	100,000	**100,000**	-

5. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £
CIAG (Cumbria County Council)	1,044,544	**1,044,544**
NCS 2020 (NCS Trust)	1,258,815	**1,258,815**
National careers service (ESFA)	553,512	**553,512**
Enterprise adviser network (CEC/Lancs LEP)	527,220	**527,220**
The Key (ESFA)	639,708	**639,708**
NCS 2019 (NCS Trust)	121,223	**121,223**
Other contracts (Various)	221,744	**221,744**
Total 2021	4,366,766	**4,366,766**

	Unrestricted funds 2020 £	*Total funds 2020 £*
CIAG (Cumbria County Council)	*1,175,112*	*1,175,112*
NCS 2019 (NCS Trust)	*1,751,292*	*1,751,292*
National Careers service (ESFA)	*404,528*	*404,528*
Enterprise adviser network (CEC/Lancs LEP)	*469,070*	*469,070*
The Key (ESFA)	*1,253,798*	*1,253,798*
NCS 2018 (NCS Trust)	*2,265,773*	*2,265,773*
Other contracts (various)	*345,310*	*345,310*
Total 2020	*7,664,883*	*7,664,883*

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

6. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Investment income	27,930	**27,930**

	Unrestricted funds 2020 £	*Total funds 2020 £*
Investment income	*32,189*	*32,189*

7. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £
Other income	311,120	**311,120**
Interest receivable	286	**286**
	311,406	**311,406**

	Unrestricted funds 2020 £	*Total funds 2020 £*
Other income	*15,735*	*15,735*
Interest receivable	*4,652*	*4,652*
	20,387	*20,387*

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

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Programme costs and activities	3,987,612	76,348	**4,063,960**

	Unrestricted funds 2020 £	*Total funds 2020 £*
Programme costs and activities	*7,435,866*	*7,435,866*

Summary by expenditure type

	Staff costs 2021 £	Depreciation 2021 £	Other costs 2021 £	Total funds 2021 £
Programme costs and activities	2,940,364	33,449	1,090,147	**4,063,960**

	Staff costs 2020 £	*Depreciation 2020 £*	*Other costs 2020 £*	*Total funds 2020 £*
Programme costs and activities	*3,398,653*	*94,634*	*3,942,579*	*7,435,866*

9. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Programme costs and activities	3,467,412	596,548	**4,063,960**

9. Analysis of expenditure by activities (continued)

	Activities undertaken directly 2020 £	*Support costs 2020* £	*Total funds 2020* £
Programme costs and activities	*6,796,022*	*639,844*	*7,435,866*

Analysis of direct costs

	Direct Costs 2021 £	**Total funds 2021** £
Net pension interest	63,000	**63,000**
Wages and salaries	2,848,819	**2,848,819**
Pension cost	26,000	**26,000**
Subcontractor costs	260,325	**260,325**
Recruitment and staff training	37,960	**37,960**
Travel and motor expenses	20,201	**20,201**
Vehicle leasing charges	3,128	**3,128**
Advertising, conventions and shows	28,634	**28,634**
Bank charges	1,564	**1,564**
Property costs	175,389	**175,389**
Meeting room hire and refreshments	2,392	**2,392**
	3,467,412	**3,467,412**

9. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Direct Costs 2020 £	*Total funds 2020 £*
Net pension interest	*55,000*	*55,000*
Wages and salaries	*3,305,212*	*3,305,212*
Corporation tax charge	*(5,215)*	*(5,215)*
Pension cost	*28,000*	*28,000*
Subcontractor costs	*2,448,281*	*2,448,281*
Recruitment and staff training	*67,489*	*67,489*
Travel and motor expenses	*694,331*	*694,331*
Vehicle leasing charges	*2,074*	*2,074*
Advertising, conventions and shows	*23,055*	*23,055*
Bank charges	*3,441*	*3,441*
Property Costs	*166,550*	*166,550*
Meeting room hire and refreshments	*7,804*	*7,804*
	6,796,022	*6,796,022*

Analysis of support costs

	Support Costs 2021 £	**Total funds 2021 £**
Wages and salaries	91,545	**91,545**
Depreciation	33,449	**33,449**
Office expenses	218,893	**218,893**
Interest payable	7,785	**7,785**
Audit and accountancy fees	9,600	**9,600**
Legal fees	33,108	**33,108**
Trade subscriptions	11,112	**11,112**
Sundry expenses	135,747	**135,747**
Irrecoverable VAT	55,309	**55,309**
	596,548	**596,548**

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Support Costs 2020 £	*Total funds 2020 £*
Wages and salaries	*93,441*	*93,441*
Depreciation	*94,634*	*94,634*
Office expenses	*225,249*	*225,249*
Interest payable	*8,900*	*8,900*
Audit and accountancy fees	*9,325*	*9,325*
Legal fees	*21,903*	*21,903*
Trade subscriptions	*10,826*	*10,826*
Sundry expenses	*105,929*	*105,929*
Irrecoverable VAT	*69,637*	*69,637*
	639,844	*639,844*

10. Auditors' remuneration

	2021 £	*2020 £*
Fees payable to the charity's auditor for the audit of the charity's annual accounts	**7,000**	*6,690*
Fees payable to the charity's auditor in respect of:		
All non-audit services not included above	**1,980**	*2,560*

11. Staff costs

	2021 £	*2020 £*
Wages and salaries	**2,582,531**	*2,844,545*
Social security costs	**219,667**	*235,575*
Contribution to pension schemes	**302,166**	*318,533*
Gain on settlement of Defined Benefit Pension Scheme	**(164,000)**	-
	2,940,364	*3,398,653*

11. Staff costs (continued)

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

	2021 No.	2020 No.
Employees	**110**	*139*

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021 No.	2020 No.
In the band £60,001 - £70,000	**2**	*2*
In the band £90,001 - £100,000	**1**	*1*

Key management personnel for the year was comprised of 4 people (2020 - 4). The aggregate remuneration of key management personnel in the year was £263,889 (2020 - £263,895).

12. Trustees' remuneration and expenses

One trustee received remuneration amounting to £92,302 in the current year (2020 - £91,389) for their services as Chief Executive Officer.

During the year ended 31 March 2021, expenses totalling £NIL were reimbursed or paid directly to Trustees (2020 - £314 to 2 Trustees). All trustees expenses in the year related to travel.

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

13. Tangible fixed assets

	Freehold property £	Long-term leasehold property improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation					
At 1 April 2020	**473,951**	**213,767**	**75,141**	**695,097**	**1,457,956**
Additions	**-**	**-**	**-**	**2,293**	**2,293**
Disposals	**-**	**-**	**-**	**(383,456)**	**(383,456)**
At 31 March 2021	**473,951**	**213,767**	**75,141**	**313,934**	**1,076,793**
Depreciation					
At 1 April 2020	**55,465**	**180,662**	**75,141**	**661,151**	**972,419**
Charge for the year	**10,583**	**5,758**	**-**	**17,108**	**33,449**
On disposals	**-**	**-**	**-**	**(383,455)**	**(383,455)**
At 31 March 2021	**66,048**	**186,420**	**75,141**	**294,804**	**622,413**
Net book value					
At 31 March 2021	**407,903**	**27,347**	**-**	**19,130**	**454,380**
At 31 March 2020	*418,486*	*33,105*	-	*33,946*	*485,537*

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

14. Investment property

	Freehold investment property £
Valuation	
At 1 April 2020	**350,000**
At 31 March 2021	**350,000**

The valuation is based on the valuation undertaken by Hyde Harrington, a firm of Chartered Surveyors which was received in August 2019. The Trustees' review the valuation annually and are of the opinion that the current value does not materially differ at the balance sheet date.

15. Debtors

	2021 £	*2020 £*
Due within one year		
Trade debtors	**117,493**	*722,666*
Other debtors	**333,277**	*312,298*
Prepayments and accrued income	**22,766**	*26,617*
	473,536	*1,061,581*

16. Creditors: Amounts falling due within one year

	2021 £	2020 £
Bank loans	**25,929**	*23,348*
Trade creditors	**53,063**	*70,091*
Other taxation and social security	**107,526**	*119,461*
Other creditors	**26,111**	*27,416*
Accruals and deferred income	**651,249**	*1,551,251*
	863,878	*1,791,567*

Secured loans

Bank loans falling due within one year of £25,929 (2020 - £23,348) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Unit 2, Gillan Way, Penrith 40 Busienss Park, Penrith, CA11 9BP.

17. Accruals and deferred income

	2021 £	2020 £
Amounts due between 1 and 5 years	**-**	*54,844*

	2021 £	2020 £
Deferred income at 1 April 2020	**1,315,593**	*147,884*
Resources deferred during the year	**480,011**	*1,315,593*
Amounts released from previous periods	**(1,315,593)**	*(147,884)*
Deferred income at 31 March 2021	**480,011**	*1,315,593*

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

18. Creditors: Amounts falling due after more than one year

	2021 £	2020 £
Bank loans	**218,568**	*248,056*

Included within the above are amounts falling due as follows:

	2021 £	2020 £
Between one and two years		
Bank loans	**53,942**	*54,301*
Between two and five years		
Bank loans	**87,914**	*84,981*
Over five years		
Bank loans	**76,712**	*108,774*

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:

	2021 £	2020 £
Repayable by instalments	**76,711**	*108,774*
	76,711	*108,774*

Secured loans

Bank loans falling due after more than one year of £218,568 (2020 - £248,056) are secured via the following:

1) A fixed charge over all present freehold, leasehold and investment property. This comprises a fixed charge over book and other debts, chattels, goodwill and uncalled capital, both present and future and a floating charge over all assets and undertakings both present and future.

2) There is also a first legal charge over freehold property known as Unit 2, Gillan Way, Penrith 40 Busienss Park, Penrith, CA11 9BP.

19. Provisions

	2021 £	2020 £
Potential irrecoverable VAT in respect of partial exemption case	**-**	*54,844*

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

20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2021 £
Unrestricted funds					
General funds	**766,725**	**4,528,102**	**(4,062,612)**	**-**	**1,232,215**
Pension reserve	**(2,693,000)**	**178,000**	**75,000**	**(1,192,000)**	**(3,632,000)**
	(1,926,275)	**4,706,102**	**(3,987,612)**	**(1,192,000)**	**(2,399,785)**
Restricted funds					
Barclays 100x100	**-**	**100,000**	**(76,348)**	**-**	**23,652**
Total of funds	**(1,926,275)**	**4,806,102**	**(4,063,960)**	**(1,192,000)**	**(2,376,133)**

Barclays 100 x 100
We were delighted to be one of the recipients of the 100x100 Barclays Covid Support Fund. This donation was utilised to help repurpose our premises making them Covid-secure for our staff and beneficiaries. We were able to enhance our digital offer and overall the funds have enabled us to help more people, more quickly, at the time they needed the help the most.

Statement of funds - prior year

	Balance at 1 April 2019 £	*Income* £	*Expenditure* £	*Gains/ (Losses)* £	*Balance at 31 March 2020* £
Unrestricted funds					
General funds	*561,132*	*7,558,459*	*(7,352,866)*	-	*766,725*
Pension reserve	*(2,372,000)*	*159,000*	*(83,000)*	*(397,000)*	*(2,693,000)*
	(1,810,868)	7,717,459	(7,435,866)	*(397,000)*	*(1,926,275)*

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

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	454,380	-	**454,380**
Investment property	350,000	-	**350,000**
Current assets	1,510,281	23,652	**1,533,933**
Creditors due within one year	(863,878)	-	**(863,878)**
Creditors due in more than one year	(218,568)	-	**(218,568)**
Provisions for liabilities and charges	(3,632,000)	-	**(3,632,000)**
Total	(2,399,785)	23,652	**(2,376,133)**

Analysis of net assets between funds - prior year

	Restated unrestricted funds 2020 £	*Total funds 2020 £*
Tangible fixed assets	485,537	*485,537*
Investment property	350,000	*350,000*
Current assets	2,025,655	*2,025,655*
Creditors due within one year	(1,791,567)	*(1,791,567)*
Creditors due in more than one year	(248,056)	*(248,056)*
Provisions for liabilities and charges	(2,747,844)	*(2,747,844)*
Total	(1,926,275)	*(1,926,275)*

22. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	**742,142**	*281,593*
Adjustments for:		
Depreciation charges	**33,449**	*94,634*
Defined benefit pension scheme costs	**(231,000)**	*(76,000)*
Movement in tax	**-**	*(6,760)*
(Increase)/Decrease in debtors	**588,045**	*(155,230)*
Increase/(Decrease) in creditors	**(953,248)**	*64,105*
Provision for Irrecoverable VAT	**(54,844)**	*(101,156)*
Net cash provided by operating activities	**124,544**	*101,186*

23. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	**1,060,397**	*964,074*
Total cash and cash equivalents	**1,060,397**	*964,074*

24. Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	**964,074**	**96,323**	**1,060,397**
Debt due within 1 year	**(23,348)**	**(2,581)**	**(25,929)**
Debt due after 1 year	**(248,056)**	**29,488**	**(218,568)**
	692,670	**123,230**	**815,900**

25. Pension commitments

The charity operates a defined benefit pension scheme.

The company operates a defined contribution scheme for employees. The pension cost charge for the year amounted to £214,945 (2020 - £201,372) and outstanding contributions at the balance sheet date amounted to £26,111 (2020 - £27,416).

25. Pension commitments (continued)

The charity operates a defined benefit pension scheme. The pension cost charge for the year amounted to £178,025 (2020 - £159,073) and outstanding contributions relating to this scheme were £Nil (2019 - £Nil) at the balance sheet date.

The company contributes to the Greater Manchester Pension Fund (a Local Government Pension Scheme) on behalf of its employees to provide benefits based on final pensionable pay. Contributions are charged to the statement of comprehensive income so as to spread the cost of pensions over the employee's working lives with the company. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.

The most recent actuarial valuation has been undertaken as at 31 March 2021 by an appropriately qualified actuary who are also regulated by the FCA. A salary increase of 1% on current employee salaries is expected in future years.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2021 %	*At 31 March 2020 %*
Discount rate	**2.2**	*2.4*
Future salary increases	**1**	*0.1*
Future pension increases	**2.5**	*1.6*

	At 31 March 2021 Years	*At 31 March 2020 Years*
Mortality rates (in years)		
- for a male aged 65 now	**20.1**	*20*
- at 65 for a male aged 45 now	**21**	*21.1*
- for a female aged 65 now	**22.9**	*22.8*
- at 65 for a female aged 45 now	**24.5**	*24.4*

The charity's share of the assets in the scheme was:

	At 31 March 2021 £	*At 31 March 2020 £*
Equities	**22,134,960**	*18,613,440*
Debt instruments	**3,689,160**	*4,046,400*
Property	**2,152,010**	*1,888,320*
Cash and other liquid assets	**2,766,870**	*2,427,840*
Total fair value of assets	**30,743,000**	*26,976,000*

25. Pension commitments (continued)

The actual return on scheme assets was £641,000 *(2020 - £706,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2021 £	*2020 £*
Current service cost	**(26,000)**	*(28,000)*
Interest income	**641,000**	*706,000*
Interest cost	**(704,000)**	*(761,000)*
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	**175,000**	-
Total amount recognised in the Statement of financial activities	**86,000**	*(83,000)*

Movements in the present value of the defined benefit obligation were as follows:

	2021 £
Opening defined benefit obligation	**29,669,000**
Interest cost	**704,000**
Contributions by scheme participants	**10,000**
Benefits paid	**(667,000)**
Current service cost	**26,000**
Actuarial gains	**6,490,000**
Liabilities extinguished on settlements	**(1,857,000)**
Closing defined benefit obligation	**34,375,000**

Movements in the fair value of the charity's share of scheme assets were as follows:

	2021 £
Opening fair value of scheme assets	**26,976,000**
Expected return on assets	**641,000**
Assets distributed on settlements	**(1,693,000)**
Contributions by scheme participants	**10,000**
Employer contributions	**178,000**
Benefits paid	**(667,000)**
Actuarial gains	**5,298,000**
Closing fair value of scheme assets	**30,743,000**

The charity expects to contribute £178,000 to the defined benefit pension scheme in 21/22.

26. Operating lease commitments

At 31 March 2021 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	*2020 £*
Not later than 1 year	-	*59,650*
Later than 1 year and not later than 5 years	-	*21,333*
	-	*80,983*

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2021 £	*2020 £*
Operating lease rentals	-	*52,000*
	-	-

27. Related party transactions

In prior years, the Charity provided services to schools in the Cumbria Education Trust, a Multi Academy Trust where a Trustee of the Charity is also a Trustee. Transactions totalling £Nil were made during the year. At the year end, £1,080 was owed to the Trust, in relation to this historic transaction made at arms length.

Other related party transactions are disclosed in notes 11 and 12.

28. Controlling party

The ultimate controlling party of the charity is the Board of Trustees.