

RESKILLED

England & Wales · Charity number 1181800

Details

Status Registered

Legal form CIO

Registered 2019-01-29

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

Contact

Address 37 Hazel Avenue
Guildford
GU1 1NP

Phone 01483451908

Email info@reskilled.org

Website reskilled.org

Activities

Objects: THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED DUE TO CONSTRAINTS ARISING FROM BEING UNEMPLOYED FOR MORE THAN TWELVE MONTHS, OF AGES 25 TO STATE RETIREMENT AGE, BY THE RAISING OF THEIR CONFIDENCE AND LEARNING GENERIC WORK SKILLS IN A SUPPORTED WORK ENVIRONMENT, IN PARTICULAR BUT NOT EXCLUSIVELY WOOD WORKSHOPS, TO ENABLE THEIR MOVEMENT INTO SUSTAINABLE EMPLOYMENT.

Activities: ReSkilled is set up to provide training in work-related skills to people in the Guildford and Woking area who have been out of work for at least 12 months and are between the ages of 25 and the state retirement age. It will do this in a wood workshop based in the area using skilled staff and volunteers.

Classification

- **How:** Provides Services
- **What:** Disability, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£30,866	£22,525	-	-
2023-12-31	£25,311	£22,092	-	-
2022-12-31	£21,753	£25,787	-	-
2021-12-31	£4,704	£885	-	-
2020-12-31	£3,015	£85	-	-

Trustees

Name	Role	Appointed
PAUL FREDERICK JOHN ROBBS DE LA HOYDE ACA	Chair	2019-01-29
Anthony Michael Horton		2026-04-13
JULIA SNOWBALL		2019-01-29
William James Lowries		2019-01-29

RESKILLED

England & Wales - Charity number 1181800

Accounts

Reskilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31st December 2024

Reskilled

Year ended 31st December 2024

Governing Deed

Constitution dated 16 April 2018

Trustees

The Trustees who served during the year and since the year end are set out below.

Paul Robbs de la Hoyde

Chairman

Julia Snowball

Secretary

William Lowries

Treasurer

Alex Pady

37 Hazel Avenue

CAF Bank

West Malling

ME19 4JQ

Independent Examiner

Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Website: www.reskilled.org

Email: info@reskilled.org

Reskilled

REPORT OF THE TRUSTEES

The Trustees present the annual report and accounts of ReSkilled ("The Charity") for the year ended 31 December 2024. The accounts have been prepared in accordance with the accounting policies set out on page 7 and comply with the charity's constitution and applicable law

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, of ages 25 to state retirement age, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

The building blocks are:

- A suitable programme manager
- Funding to support the running costs of the charity so that it can run for at least six months without further funding
- Publicity materials to promote the activity of the charity and encourage support

At the end of its third trading year, ReSkilled has an established business plan, has a full set of policies and procedures for safe working, employs a suitable programme manager and developed publicity materials, and has adequate funding for the year ahead.

Current regular donations amount to nearly £300 pm, and total donations during 2024 were £6311, including associated gift aid. This represents 20% of total income. The trustees objective is for this to be as close to 50% as possible, but it is significant progress.

The programme manager has worked with referral agencies in Guildford and Woking to identify suitable clients for the work of the charity and to establish what funding, if any, the clients are able to bring with them.

Reskilled

Year ended 31st December 2024

Reserves policy

The trustees have agreed a target level of reserves equating to 6 months expenditure. At the end of the period the charity complied with this target.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

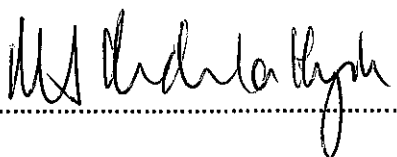
Risk	Impact	Mitigation
Current premises are no longer available	The charity will not be able to continue its work	Seeking a range of alternative premises.
Regular funding is not available	The charity will not be able to sustain its work	Building relationships with institutional funders and individual donors to provide start-up and regular income/
Safeguarding incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures are in place; suitably trained and qualified individuals engaged as project manager and volunteers.

Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that

Approved by the Trustees and signed on their behalf by:


.....

Chairman

Date: 14th July 2025

Reskilled

Year ended 31st December 2024

I report on the accounts of Reskilled CIO for the year ended 31 December 2024, which are set out on pages 5 to 7.

Respective responsibilities of Trustees and Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts. The Trustees consider that the Charity is eligible for exemption from audit by virtue of Section 144(2) of the Charities Act 2011 (the Act).

My examination of the accounts is under Section 145 of the Act and it is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the account records and comply with the accounting requirements of the Act have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Date: 21.7.25

Reskilled
Year ended 31st December 2024
Statement of Financial Activities

	note	2024 £	2023 £
Incoming resources			
Grants	3	21250	21751
Tax recoverable under gift aid		430	0
Donations		5881	2790
Interest earned		26	23
Sales		1165	747
fundraising activities		1767	0
Other income		347	0
		<u>30866</u>	<u>25311</u>
Resources expended			
staff costs	5	15266	14029
Fitting out		0	2052
rent		2400	2400
Materials & tools		2122	1537
Maintenance		865	1059
Client Travel		65	29
Admin costs	4	1807	986
		<u>22525</u>	<u>22092</u>
		<u>8341</u>	<u>3219</u>
Surplus		12024	8805
		<u>20365</u>	<u>12024</u>
Total funds brought forward			

Reskilled
Year ended 31st December 2024
Balance Sheet

	note	2024 £	2023 £
Current Assets			
Cash at Bank		19843	11897
Petty cash		522	127
		<u>20365</u>	<u>12024</u>
Balance carried forward			
Represented by:			
Funds	2	<u>20365</u>	<u>12024</u>
Total		<u>20365</u>	<u>12024</u>
Movement in funds			
Opening funds		12024	8805
Surplus/deficit		<u>8341</u>	<u>3219</u>
Closing funds		<u>20365</u>	<u>12024</u>



William Lowries
Treasurer

Date: 21/07/2025

ACCOUNTING POLICIES

1 Basis of accounting

The accounts have been prepared on a receipts and payments basis as permitted by section 133 of the Charities Act 2011. Accrual accounting has not been adopted.

2 Fund accounting

Unrestricted funds are those accumulated surpluses and deficits which are available for use at the discretion of the Trustees in furtherance of the Society's general charitable objectives (and may include designated funds).

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose. No grants with restrictions were received during the year.

Analysis of Funds		£
Opening Restricted Funds		465
Expendure allowable and allocated against those funds		
Rent		465
Closing restricted funds		<u>0</u>
	2024	2023
	£	£
Unrestricted funds	20365	11,559
Restricted funds	0	465
Total funds	<u>20365</u>	<u>12,024</u>

3 Grants and fundraising

<u>Grants received during the year:</u>	£	
Tesco groundwork	500	
Nias Wheatley Charitable Trust	2000	(2nd installment of 3)
Guildford Poyle Charities	3750	
The Borrows Charitable Trust	7000	(2nd installment of 3)
The Foyle Foundation	3000	
Communiy Foundation for Surre	5000	
	<u>21250</u>	

Donations amounted to £5811, plus gift aid of £430.

Fundraising efforts during the year were focussed on an electric guitar, made by Reskilled from a donated coffee table. This was raffled, and over £1700 was raised.

4 Administration costs

Admin costs include the costs of insurance for the Charity and Trustees.

5 Resources expended

Income and Expenditure is included on a cash basis.

6 Related party transactions

No remuneration or expenses have been paid to any Trustee or to the independent examiner.

RESKILLED

England & Wales - Charity number 1181800

Accounts

Reskilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31 December 2023

Reskilled

Year ended 31 December 2023

Governing deed

Constitution dated 16 April 2018

Trustees

The Trustees who served during the year and since the year end are set out below.

Paul Robbs de la Hoyde

Chairman

Julia Snowball

Secretary

William Lowries

Treasurer

Alex Pady

Principal Office

37 Hazel Avenue

Guildford

GU1 1NP

Bankers

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Independent Examiner

Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Website: www.reskilled.org

Email: info@reskilled.org

Reskilled
REPORT OF THE TRUSTEES

The Trustees present the annual report and accounts of ReSkilled ("The Charity") for the year ended 31 December 2023. The accounts have been prepared in accordance with the accounting policies set out on page 7 and comply with the charity's constitution and applicable law.

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

The formation and planning of ReSkilled took place over 4 years, from meeting with numerous local agencies and visiting existing projects in order to assess the real need, to creating a business plan and website, and subsequently forming a charity and raising funds. It took almost 3 years from ReSkilled becoming a registered charity to securing premises and this was a test of faith and perseverance, trying to raise funds to start up with only the extent of our planning and resolve as assurance to potential funders. As of December 2023, ReSkilled has a well equipped workshop with upgraded dust extraction facilities and has been working with participants for almost two years, seeing definite progression in their lives.

Whilst the number of participants being referred to us has been lower than expected (11 so far), we have continued to increase the number of agencies referring to us. These range from homeless supported houses and Jobcentre Plus, to Home-School Link Workers and a local mental health charity. The net is spread wide.

Consistency of attendance at ReSkilled has generally been good. However, mental health difficulties or life circumstances sometimes create difficulties, despite a strong desire to continue attending. This is been frustrating for both parties but we have made sure that they know that they can return when appropriate and have a process in place to ensure ease of resuming with us.

The first 7 weeks are a Taster Course to assess whether this is the right opportunity and timing for both Participants and ReSkilled - those who cannot attend for 5 out of the 7 weeks can try again at a later stage if they wish.

Everyone attending has been enjoying coming to ReSkilled and have been happy with the arrangement whereby they generally alternate between making a project for themselves and one for ReSkilled to sell. Our Etsy Shop has now been running for over a year and we have had a few orders. However, we have been taking an increasing number of commissions and regularly have a waiting list for these.

We have been able to accommodate a wide range of abilities and medical conditions safely which has been positive for both the individuals wanting to attend and for ReSkilled, in our desire to enable a breadth of circumstances to be catered for.

Whilst attending ReSkilled, every Participant has a folder, Developing Skills in the Workplace, in which we can evidence a variety of transferable work skills that we model and have observed. Upon reviewing their folders Participants have been clearly encouraged at what has been noticed and recorded about them. The aim of the folder is that combined with a reference from ReSkilled's Programme Manager, it can provide a solid, current character/work reference to help for moving into sustainable employment.

During the year, grants of nearly £22,000 were received (£19,000 in 2022) which together with existing reserves financed ongoing operating costs as well as £2500 expenditure on tools and equipment (mainly upgrading dust extraction facilities). These grants were from the following funders;

The Borrows Charitable Trust

Benefact Trust

Community Foundation for Surrey

Guildford Poyle Charities

Nias Wheatley Trust

£2775 was received from individual donors and gifts (£1500 in 2022). The trustees recognise the need to create a more resilient and stable income mix, in particular by increasing income from individual supporters. Whilst this has proved challenging, good progress has been made.

Reskilled

The Trustees have agreed a reserves policy of having a target level of reserves of six months' planned expenditure.

At the end of the period, the charity held reserves equivalent to 6.5 months' planned expenditure.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

Risk	Impact	Mitigating activity
existing premises are no longer available	The charity will have to seek alternative premises, which could be difficult and probably much more expensive	Continuing in dialogue with other possible premises owners on a proactive basis
funding is not available	The charity will not be able to start or sustain its work	Building relationships with institutional funders and individual donors to provide start-up and regular income
Safeguarding incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures are in place; suitably trained and qualified individuals engaged as project manager and volunteers.


Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Society will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity which enable the Trustees to ascertain the financial position of the Charity and to ensure that the accounts comply with the Charities legislation. 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 the Trustees and signed on their behalf by:


.....
PFI Robb de la Hogue
Chairman
Date: 8th August 2024

Independent Examiners Report to the Trustees of Reskilled

Respective responsibilities of Trustees and Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that the Charity is eligible for exemption from audit by virtue of Section 144(2) of the Charities Act 2011 (the Act).

My examination of the accounts is under Section 145 of the Act and it is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the account records and comply with the accounting requirements of the Act have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Date: 13.8.2024

Reskilled

Statement of Financial Activities

	Notes	2023	2022
		£	£
Incoming resources			
Grants	3	21,751	19,625
Donations		2,790	1,534
Interest earned		23	12
Tax recoverable under gift aid		–	323
Sales		747	257
Other income		–	4
		<u>25,311</u>	<u>21,753</u>
Resources expended			
Expenditure:			
Staff costs		14,029	13,726
Fitting out		2,052	3,518
Rent		2,400	2,300
Materials & tools		1,537	3,563
Client Travel		29	40
Maintenance		1,059	839
Admin costs	4	986	1,801
		<u>22,092</u>	<u>25,787</u>
Surplus / (deficit)		<u>3,219</u>	<u>(4,034)</u>
Total funds brought forward		8,805	12,839
Total funds carried forward	5	<u>12,024</u>	<u>8,805</u>

Reskilled
Balance Sheet

	Notes	2023 £	2022 £
Current assets			
Cash at bank		11,897	8,680
Petty cash		127	125
		<u>12,024</u>	<u>8,805</u>
Net assets		<u>12,024</u>	<u>8,805</u>
Represented by:			
Funds	5	<u>12,024</u>	<u>8,805</u>
Total		<u>12,024</u>	<u>8,805</u>
Movement in funds			
Opening funds		8,805	12,839
Surplus / (deficit)		<u>3,219</u>	<u>(4,034)</u>
Closing funds		<u>12,024</u>	<u>8,805</u>


.....
William Lowries

Treasurer

Date: 12/08/24

Notes to the accounts

ACCOUNTING POLICIES

1. Basis of accounting

The accounts have been prepared on a receipts and payments basis as permitted by section 133 of the Charities Act 2011. Accrual accounting has not been adopted.

2. Fund accounting

Unrestricted funds are those accumulated surpluses and deficits which are available for use at the discretion of the Trustees in furtherance of the Society's general charitable objectives (and may include designated funds).

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose.

Analysis of Funds	£	£
Opening Restricted Funds		273
Grants received during year with restrictions attached		
Benefact Trust (restricted to capital expenditure)	750	
Community Foundation for Surrey (restricted to staff costs, rent and other admin costs)	7,000	
<i>Sub-total</i>		<u>7,750</u>
Expendure allowable and allocated against those funds		
staff costs	6,008	
Rent	800	
Capital expenditure	750	
<i>sub-total</i>		<u>7,558</u>
Closing restricted funds		<u>465</u>
	2023	2022
	£	£
Unrestricted funds	11,559	8,532
Restricted funds	465	273
	<u>12,024</u>	<u>8,805</u>

3. Fundraising, gifts and donations

As well as grants from local government bodies and a charitable trust, we have received donations from private individuals.

4. Admin costs

Admin costs include the costs of insurance for the Charity and Trustees.

5. Resources expended

Income and Expenditure is included on a cash basis.

6. Related party transactions

No remuneration or expenses have been paid to any Trustee or to the independent examiner.

RESKILLED

England & Wales - Charity number 1181800

Accounts

Reskilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31 December 2022

Reskilled

Year ended 31 December 2022

Governing Deed

Constitution dated 16 April 2018

Trustees

The Trustees who served during the year and since the year end are set out below.

Paul Robbs de la Hoyde

Chairman

Julia Snowball

Secretary

William Lowries

Treasurer

Alex Pady

Principal Office

37 Hazel Avenue

Guildford

GU1 1NP

Bankers

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Independent Examiner

Mr Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Website: www.reskilled.org

Email: info@reskilled.org

Reskilled

REPORT OF THE TRUSTEES

Introduction

The Trustees present the annual report and accounts of Reskilled ("The Charity") for the year ended 31 December 2022. The accounts have been prepared in accordance with the accounting policies set out on page 7 and comply with the charity's constitution and applicable law.

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, of ages 25 to state retirement age, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

Since being created as a CIO in January 2019, the principal activity has been to put in place the building blocks to allow ReSkilled to start its work.

The building blocks are:

- Policies and procedures to provide a safe environment for the people that ReSkilled aims to help
- Suitable premises
- A suitable programme manager
- Funding to enable the set-up of the wood workshop
- Funding to support the running costs of the charity so that it can run for six months without further funding
- Publicity materials to promote the activity of the charity and encourage support

Suitable premises were identified late in 2021, and were converted, decorated and fitted out in January & February 2022, so 2022 represents the 1st year of active operation.

During the year, grants totalling £19,625 were received, (£3,744 in 2021) which together with existing reserves financed the fit out work on the premises as well as ongoing operating costs. These grants were spread across five funders, the largest being £10,000, from Community Foundation for Surrey & another was for £,5625.

£1,500 was received from individual donors and gifts. (£960 in 2021). The trustees recognise the need to create a more resilient and stable income mix, in particular by increasing income from individual supporters. Whilst this has proved difficult, some progress has been made.

Reskilled

Reserves policy

The Trustees have agreed a reserves policy of having a target level of reserves of six months' planned expenditure. At the end of the period, the charity held reserves equivalent to 5 month's current expenditure.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

Risk	Impact	Mitigating activity
We are given notice to quit our current premises, or the rent is increased beyond our ability to pay.	The charity will not be able to continue unless other premises can be found.	Seeking a range of alternative premises. Ongoing discussion continue regarding possible locations
Regular funding is not available	The charity will not be able to sustain its work	Building relationships with institutional funders and individual donors to provide start-up and regular income/
Safeguarding incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures are in place; suitably trained and qualified individuals engaged as project manager and volunteers.


Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Society will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity which enable the Trustees to ascertain the financial position of the Charity and to ensure that the accounts comply with the Charities legislation. 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 the Trustees and signed on their behalf by:


.....
Chairman
Date: 10th July 2023

Independent Examiners Report to the Trustees of Reskilled

I report on the accounts of Reskilled CIO for the year ended 31 December 2022, which are set out on pages 5 to 7.

Respective responsibilities of Trustees and Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that the Charity is eligible for exemption from audit by virtue of Section 144(2) of the Charities Act 2011 (the Act).

My examination of the accounts is under Section 145 of the Act and it is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.


Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the account records and comply with the accounting requirements of the Act have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr Roy Wigmore
29 New Inn Lane
Guildford
GU4 7HN

Date: 28.7.23

Reskilled

Statement of Financial Activities

	Notes	2022 £	2021 £
Incoming resources			
Grants	3	19,625	3,744
Donations		1,534	960
Interest earned		12	-
Tax recoverable under gift aid		323	-
Sales		256	-
Other income		3	-
		<u>21,753</u>	<u>4,704</u>
Resources expended			
Expenditure:			
Staff costs		13,726	-
Fitting out		3,518	-
Rent		2,300	-
Materials & tools		3,563	752
Client Travel		40	-
Maintenance		839	132
Admin costs	4	1,801	-
		<u>25,787</u>	<u>884</u>
NET MOVEMENT IN FUNDS		<u>(4,034)</u>	<u>3,820</u>
Total funds brought forward		12,839	9,019
Total funds carried forward	5	<u>8,805</u>	<u>12,839</u>

Reskilled

Balance Sheet

	Notes	2022	2021
		£	£
Current Assets			
Cash at Bank		8,680	12,839
Petty cash		125	
Balance carried forward		<u>8,805</u>	<u>12,839</u>
Represented by:			
Funds		8,805	12,839
Total		<u>8,805</u>	<u>12,839</u>
Opening funds		12,839	9,019
Net Movement in Resources in the Year		<u>(4,034)</u>	<u>3,820</u>
		<u>8,805</u>	<u>12,839</u>

W Lowries

.....
William Lowries

Treasurer

Date: 28th July 2023

Reskilled

Notes

ACCOUNTING POLICIES

1. Basis of accounting

The accounts have been prepared on a receipts and payments basis as permitted by section 133 of the Charities Act 2011. Accrual accounting has not been adopted.

Fund accounting

Unrestricted funds are those accumulated surpluses and deficits which are available for use at the discretion of the Trustees in furtherance of the Society's general charitable objectives (and may include designated funds).

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose.

Incoming resources

Incoming resources represents the total income receivable during the year comprising donations, fundraising and grants, together with any gift aid tax recoveries.

Resources expended

Income and Expenditure is included on a cash basis.

2. Related party transactions

No remuneration or expenses have been paid to any Trustee or to the independent examiner.

3. Fundraising, gifts and donations

As well as grants from local government bodies and a charitable trust, we have received donations from private individuals.

4. Admin costs

Admin costs include the costs of insurance for the Charity and

5. Analysis of Funds

The restricted funds represent grants received with a condition that the funds are to be used for capital expenditure.

	2022	2021
Unrestricted Funds	8,532	10,254
Restricted Funds	273	2,585
	<u>8,805</u>	<u>12,839</u>

RESKILLED

England & Wales - Charity number 1181800

Accounts

Reskilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31 December 2021

Reskilled

Year ended 31 December 2020

Governing Deed

Constitution dated 16 April 2018

Trustees

The Trustees who served during the year and since the year end are set out below.

Paul Robbs de la Hoyde

Chairman

Julia Snowball

Secretary

William Lowries

Treasurer

Pauline Searle

Alex Pady

Principal Office

37 Hazel Avenue

Guildford

GU1 1NP

Bankers

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Independent Examiner

Mr Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Website: www.reskilled.org

Email: info@reskilled.org

Reskilled

REPORT OF THE TRUSTEES

Introduction

The Trustees present the annual report and accounts of Reskilled ("The Charity") for the year ended 31 December 2021. The accounts have been prepared in accordance with the accounting policies set out on page 7 and comply with the charity's constitution and applicable law.

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, of ages 25 to state retirement age, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

Since being created as a CIO in January 2019, the principal activity has been to put in place the building blocks to allow ReSkilled to start its work.

The building blocks are:

- Policies and procedures to provide a safe environment for the people that ReSkilled aims to help
- Suitable premises
- A suitable programme manager
- Funding to enable the set-up of the wood workshop
- Funding to support the running costs of the charity so that it can run for six months without further funding
- Publicity materials to promote the activity of the charity and encourage support

At its second year-end, ReSkilled has developed a business plan for its first two years of activity, has written a full set of policies and procedures for safe working, identified a suitable programme manager and developed publicity materials.

The programme manager, working on a pro-bono basis, has met with funders and, along with one of the Trustees, spoken at church services to promote support for the work of the charity. At the end of the period, start-up funding of nearly £13,000 has been secured, which is 45% of the target funding. Regular funding pledges of £70 per month have been given.

The programme manager has worked with referral agencies in Guildford and Woking to identify suitable clients for the work of the charity and to establish what funding, if any, the clients are able to bring with them.

During the year, the Charity received the final tranche of an unrestricted grant from Guildford Borough Council, together with a further grant from the Nias Wheatley Trust. A number of donations were also received from individuals.

Reskilled

Reserves policy

The Trustees have agreed a reserves policy of having a target level of reserves of six months' planned expenditure. During the start-up phase of the charity, the Trustees do not expect to have access to this level of resources.

At the end of the period, the charity held reserves equivalent to 5 months' planned expenditure.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

Risk	Impact	Mitigating activity
Suitable premises are not available	The charity will not be able to start its work	Seeking a range of alternative premises.
Start-up funding and regular funding is not available	The charity will not be able to start or sustain its work	Building relationships with institutional funders and individual donors to provide start-up and regular income
Safeguarding incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures are in place; suitably trained and qualified individuals engaged as project manager and volunteers.

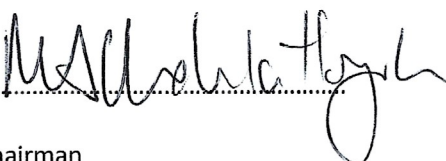
Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Society will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity which enable the Trustees to ascertain the financial position of the Charity and to ensure that the accounts comply with the Charities legislation. 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 the Trustees and signed on their behalf by:



Chairman

Date: 4th September 2022

Independent Examiners Report to the Trustees of Reskilled

I report on the accounts of Reskilled CIO for the year ended 31 December 2021, which are set out on pages 5 to 7.

Respective responsibilities of Trustees and Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that the Charity is eligible for exemption from audit by virtue of Section 144(2) of the Charities Act 2011 (the Act).

My examination of the accounts is under Section 145 of the Act and it is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

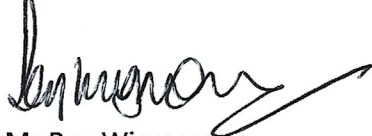
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the account records and comply with the accounting requirements of the Act have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mr Roy Wigmore

29 New Inn Lane

Guildford

GU4 7HN

Date: 23.9.22

Reskilled

Statement of Financial Activities

	Notes	2021 £	2020 £
Incoming resources			
Fundraising, gifts and donations	3	4,704	3,015
		<u>4,704</u>	<u>3,015</u>
Resources expended			
Expenditure:			
Staff costs		-	-
Publicity and fundraising		-	-
Rent		-	-
Materials		752	-
Client Travel		-	-
Admin costs	4	133	85
		<u>885</u>	<u>85</u>
NET MOVEMENT IN FUNDS		<u>3,819</u>	<u>2,930</u>
Total funds brought forward		9,019	6,089
Total funds carried forward	5	<u>12,838</u>	<u>9,019</u>

Reskilled

Balance Sheet

	Notes	2021 £	2020 £
Current Assets			
Cash at Bank and Building Society		12,839	9,019
Balance carried forward		<u>12,839</u>	<u>9,019</u>
Represented by:			
Funds	5	12,838	9,019
Total		<u>12,838</u>	<u>9,019</u>
Opening funds		9,019	6,089
Net Movement in Resources in the Year		<u>3,819</u>	<u>2,930</u>
		<u>12,838</u>	<u>9,019</u>



.....
William Lowries

Treasurer

Date: 23rd September 2022

Reskilled

Notes

ACCOUNTING POLICIES

1. Basis of accounting

The accounts have been prepared on a receipts and payments basis as permitted by

Fund accounting

Unrestricted funds are those accumulated surpluses and deficits which are available for

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose.

Incoming resources

Incoming resources represents the total income receivable during the year comprising

Resources expended

Income and Expenditure is included on a cash basis.

2. Related party transactions

No remuneration or expenses have been paid to any Trustee or to the independent

3. Fundraising, gifts and donations

As well as grants from local government bodies and a charitable trust, we have received donations from private individuals.

4. Admin costs

Admin costs include the costs of insurance for the Charity and Trustees.

5. Analysis of Funds

The restricted funds represent grants received with a condition that the funds are to be used for capital expenditure.

	2021	2020
Unrestricted Funds	10,253	5,682
Restricted Funds	2,585	3,337
Total Funds	<u>12,838</u>	<u>9,019</u>

RESKILLED

England & Wales - Charity number 1181800

Accounts

Reskilled

Registered Charity No. 1181800

TRUSTEES' REPORT & ACCOUNTS

FOR THE YEAR ENDED

31 December 2020

Reskilled

Year ended 31 December 2020

Governing Deed

Constitution dated 16 April 2018

Trustees

The Trustees who served during the year and since the year end are set out below

Paul Robbs de la Hoyde

Chairman

Julia Snowball

Secretary

William Lowries

Treasurer

Pauline Searle (resigned 5th May 2021)

Alex Pady (appointed 5th May 2021)

Principal Office

37 Hazel Avenue

Guildford

GU1 1NP

Bankers

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME19 4JQ

Independent Examiner

Mrs Nicola Pugh

80 Waterside Road

Guildford

GU1 1RF

Website: www.reskilled.org

Email: info@reskilled.org

Reskilled

REPORT OF THE TRUSTEES

Introduction

The Trustees present the annual report and accounts of Reskilled ("The Charity") for the year ended 31 December 2020. The accounts have been prepared in accordance with the accounting policies set out on page 7 and comply with the charity's constitution and applicable law.

Constitution and objects

ReSkilled was incorporated on 29 January 2019 as a Charitable Incorporated Organisation.

It was set up to address a need identified in the Guildford and Woking area, which is to provide the initial part of the pathway into employment for people who have been out of work for at least twelve months and are aged between 25 and the state retirement age.

ReSkilled aims to promote social inclusion for this group of people by providing them with training in generic work skills. The objects of the charity are:

The promotion of social inclusion for the public benefit by relieving the needs of those people who are socially excluded due to constraints arising from being unemployed for more than twelve months, of ages 25 to state retirement age, by the raising of their confidence and learning generic work skills in a supported work environment, in particular but not exclusively wood workshops, to enable their movement into sustainable employment.

ReSkilled has at its heart a belief that all people deserve to thrive and to be all that God wants them to be, and that being engaged in fruitful activity is one of the ways of enabling those objectives. Our involvement as trustees of ReSkilled is a way of working out our Christian faith.

Financial and operating review

Since being created as a CIO in January 2019, the principal activity has been to put in place the building blocks to allow ReSkilled to start its work.

The building blocks are:

- Policies and procedures to provide a safe environment for the people that ReSkilled aims to help
- Suitable premises
- A suitable programme manager
- Funding to enable the set-up of the wood workshop
- Funding to support the running costs of the charity so that it can run for six months without further funding
- Publicity materials to promote the activity of the charity and encourage support

At its second year-end, ReSkilled has developed a business plan for its first two years of activity, has written a full set of policies and procedures for safe working, identified a suitable programme manager and developed publicity materials.

The programme manager, working on a pro-bono basis, has met with funders and, along with one of the Trustees, spoken at church services to promote support for the work of the charity. At the end of the period, start-up funding of £9,000 has been secured, which is 36% of the target funding. Regular funding pledges of £70 per month have been given.

The programme manager has worked with referral agencies in Guildford and Woking to identify suitable clients for the work of the charity and to establish what funding, if any, the clients are able to bring with them.

During the year, the Charity received grants from Surrey County Council. These grants are to be used for capital expenditure. An unrestricted grant was received from Guildford Borough Council and a number of donations were also received from individuals.

Reskilled

Reserves policy

The Trustees have agreed a reserves policy of having a target level of reserves of six months' planned expenditure. During the start-up phase of the charity, the Trustees do not expect to have access to this level of resources.

At the end of the period, the charity held reserves equivalent to 3 months' planned expenditure.

Risk management

The Trustees actively consider the risks to which the charity is exposed and review them and the mitigating actions at each meeting.

The principal risks that the Trustees have identified are:

Risk	Impact	Mitigating activity
Suitable premises are not available	The charity will not be able to start its work	Seeking a range of alternative premises.
Start-up funding and regular funding is not available	The charity will not be able to start or sustain its work	Building relationships with institutional funders and individual donors to provide start-up and regular income/
Safeguarding incident in the workshop	Reputational and financial damage	Comprehensive policies and procedures are in place; suitably trained and qualified individuals engaged as project manager and volunteers.

Trustees' responsibilities in relation to the accounts

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state the basis of preparation of the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the Society will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Charity which enable the Trustees to ascertain the financial position of the Charity and to ensure that the accounts comply with the Charities legislation. 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 the Trustees and signed on their behalf by:



Chairman

Date:

5th May 2021

Independent Examiners Report to the Trustees of Reskilled

I report on the accounts of Reskilled CIO for the year ended 31 December 2020, which are set out on pages 5 to 7.

Respective responsibilities of Trustees and Independent Examiner

The charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that the Charity is eligible for exemption from audit by virtue of Section 144(2) of the Charities Act 2011 (the Act).

My examination of the accounts is under Section 145 of the Act and it is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under Section 145(5)(b) of the Act, whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners.

An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

- to keep accounting records in accordance with Section 130 of the Act; and
- to prepare accounts which accord with the account records and comply with the accounting requirements of the Act have not been met; or

(b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mrs Nicola Pugh
80 Waterside Road
Guildford
GU1 1RF
Date:

Reskilled

Statement of Financial Activities

	Notes	2020 £	2019 £
Incoming resources			
Fundraising, gifts and donations	3	3,015	6,140
		<u>3,015</u>	<u>6,140</u>
Resources expended			
Expenditure:			
Staff costs		-	-
Publicity and fundraising		-	-
Rent		-	-
Materials		-	-
Client Travel		-	-
Admin costs	4	85	51
		<u>85</u>	<u>51</u>
NET MOVEMENT IN FUNDS		<u>2,930</u>	<u>6,089</u>
Total funds brought forward		6,089	-
Total funds carried forward	5	<u>9,019</u>	<u>6,089</u>

Reskilled

Balance Sheet

	Notes	2020 £	2019 £
Current Assets			
Cash at Bank and Building Society		9,019	6,089
Balance carried forward		<u>9,019</u>	<u>6,089</u>
Represented by:			
Funds	5	9,019	6,089
Total		<u>9,019</u>	<u>6,089</u>
Opening funds		6,089	-
Net Movement in Resources in the Year		<u>2,930</u>	<u>6,089</u>
		<u>9,019</u>	<u>6,089</u>



.....
William Lowries

Treasurer

Date: 21/05/21

Reskilled

Notes

ACCOUNTING POLICIES

1. Basis of accounting

The accounts have been prepared on a receipts and payments basis as permitted by section 133 of the Charities Act 2011. Accrual accounting has not been adopted.

Fund accounting

Unrestricted funds are those accumulated surpluses and deficits which are available for use at the discretion of the Trustees in furtherance of the Society's general charitable objectives (and may include designated funds).

Restricted Funds are those subject to specific trusts, or granted with conditions that the funds be used for a specific and defined purpose.

Incoming resources

Incoming resources represents the total income receivable during the year comprising donations, fundraising and grants, together with any gift aid tax recoveries.

Resources expended

Income and Expenditure is included on a cash basis.

2. Related party transactions

No remuneration or expenses have been paid to any Trustee or to the independent examiner.

3. Fundraising, gifts and donations

As well as grants from local government bodies and a charitable trust, we have received donations from private individuals.

4. Admin costs

Admin costs include the costs of insurance for the Charity

5. Analysis of Funds

The restricted funds represent grants received with a condition that the funds are to be used for capital expenditure.

	2020	2019
Unrestricted Funds	5,682	3,089
Restricted Funds	3,337	3,000
	<hr/>	<hr/>
	9,019	6,089