

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.

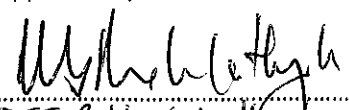
Trustees' responsibilities in relation to the accounts

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 Robbs 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

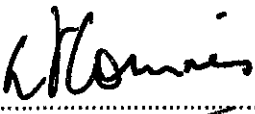
Date: 13.8.2024

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><u>12,024</u></u>	<u><u>8,805</u></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>
Expenditure 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.