SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales · Charity number 1187919

Details

Other names	OAKLEY COLLEGE, The Oaks Specialist College
Status	Registered
Legal form	Charitable company
Company number	11901504
Registered	2020-02-12
Register	View on the Charity Commission register

Contact

Address	The Oaks Specialist College Cage Green Road Tonbridge Kent TN10 4PT
Phone	01732207950
Email	office@theoaks.ac.uk
Website	https://www.theoaks.ac.uk

Activities

Objects: TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO THE AGE OF 16-25 WITH LEARNING DIFFICULTIES AND DISABILITIES AND/OR SPECIAL EDUCATIONAL NEEDS AND DISABILITIES LIVING IN THE SOUTH EAST OF ENGLAND BY PROVIDING ADVICE AND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMIC CIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.

Downloaded from opencharities.uk/ew/1187919

Activities: Raising aspirations and achievements, advancing in life and meeting the educational, personal, social, communication and interaction needs of young people age between 16 and 25 with learning difficulties, disabilities and/or special educational needs (16-25 LLDD) in and around the region of the South East England by developing their skills, knowledge, understanding, capacities and capabilities.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- Brighton And Hove
- East Sussex
- Kent
- Medway
- Surrey
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£5,966,099	£5,187,802	£4,251,601	74
2024-07-31	£4,002,851	£3,055,575	£3,473,304	62
2023-07-31	£3,300,373	£2,568,931	£2,526,028	57
2022-07-31	£2,435,003	£2,015,187	£1,794,586	51
2021-07-31	£1,964,243	£1,431,801	£1,374,770	38

Downloaded from opencharities.uk/ew/1187919

Trustees

Name	Role	Appointed
Richard Maris Pone	Chair	2019-03-23
Charlotte Steggles		2024-04-30
DAN PAUL BROAD		2020-01-24
David Carter		2021-01-22
David Joseph Martin		2019-03-23
Geena Vabulas		2024-04-30
Robert John Marsh		2019-03-23

Downloaded from opencharities.uk/ew/1187919

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales - Charity number 1187919

Accounts

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2025

	Page
Report of the Trustees	1 to 10
Report of the Independent Auditors	11 to 13
Statement of Financial Activities	14
Balance Sheet	15
Cash Flow Statement	16 to 17
Notes to the Financial Statements	18 to 30

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2024 to 31 July 2025. This report is also the directors' report. The trustees have adopted the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is that young adults with learning difficulties are independent, confident, caring citizens that contribute through employment or meaningful roles in society. We aim to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain and develop new skills, knowledge and behaviours. Our mission is to "put young people with learning disabilities at the heart of all we do" and provide educational and physical programmes to develop their skills, capacities and capabilities – ensuring they are exceptionally well prepared for their next steps in life.

b. Objectives

To act as a resource for young people between ages 18 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the Southeast of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

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)'.

c. Main Activities

The Charity operated during the reporting period as "The Oaks Specialist College" and operates as a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

<u>Accredited and Non-Accredited Learning</u>
The Oaks offer accreditation in English and Maths Functional Skills and Certificate, ranging from Entry Level 1 to Level 1-2. For some learners, qualifications and accreditation are not appropriate, therefore their study programme will be assessed using the RARPA (Recognising and Recording Progress and Achievement) approach.

<u>Preparation for Working Life, Work Experience and Work-Related Activities</u>
Work related activity is included in our study programmes and all learners are able to participate in work related learning. We have an expanding range of supported placements and connections with local and national businesses. Preparing our learners for adulthood sits at the heart of our offer. Our individual learning routes will have their own distinct identity that allows for personalisation whilst maintaining the quality of each study programme.

Curriculum Overview
The Oaks curriculum focuses on Embedding Learning, Work and Living Skills, Personal Development and Independence in all our learning routes.

Our study programmes are tailored to suit each learner's individual needs. Learners are not restricted by a profile and will access learning across our offer as appropriate.

Vocational programmes reflect the long-term aspirations of our learners. We gather this information before learners start their journey with us and throughout their time at College. We currently offer the following vocational programmes/options: Health & Fitness, Animal Care & Farm Skills, Performance Skills, Enterprise, Film Making, Outdoor Learning, Game Design, Art & Design. Vocational Programmes are also embedded into off-site employability opportunities.

We also have some outstanding on-site facilities including Spill The Beans Cafe; Commercial Poly Tunnel; Wood Workshop; Deja Brew - Coffee van; Tesco Training Centre.

Therapies & Wellbeing
The Oaks offer a range of therapies including Occupational Therapy; Speech & Language Therapy; Counselling; Physiotherapy, and Therapy Dogs.

Where appropriate, the delivery of therapy is embedded and integrated into learners' learning programme. This enables them to build on the skills they have previously gained and maximise these in the context of life skills, independence and employment. Our therapy team work closely with learners and potential employers to ensure work placement opportunities are sustainable. Our therapists work across all pathways to provide strategies that enable our learners to be more independent and able to overcome challenges as they prepare to leave The Oaks.

Learner Voice
Throughout all curricula there is a focus on learner voice, personal development, greater independence and the skills, knowledge and behaviours acquired being transferable. We have a thriving Oaks College Council who meet regularly and help to drive forward change for people with special educational needs and disabilities (SEND). Learners learn how to communicate their likes, dislikes and how to represent the thoughts of our other learners.

Careers and Employment
Careers and employment skills are embedded into the College curriculum. As part of the careers programme, we provide high quality careers information, advice and guidance in line with the Gatsby Benchmarks. We support our learners to access the workplace and to develop their skills and confidence within a working environment. On site, learners participate in enterprise projects which provides them with the understanding of how businesses operate.

Digital/Accessibility Skills
Our digital offer is crucial in assisting and enabling our young people to be autonomous in their independence - within the College setting, within the community and in the workplace. The aim of our Digital & Accessibility offer is to ensure that young people leave the College with the skills for independence they require embedded in their daily lives. The intent, innovation and impact of our digital offer has been recognised by Microsoft and Natspec Techability as being a powerful, leading-edge provision.

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the Education and Skills Funding Agency (ESFA). For the financial period of this report, Element 1 was £6,532 per learner, per academic year.
- Element two £6,000 is paid by the ESFA. Element two is then reclaimed from the local authority (LA) High Needs funding allocation.
- Element three is calculated individually by the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £6,037 to £69,708 per academic year.

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

When appropriate, the college applies for grants/ financial support for specific projects or expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

The operating name is "The Oaks Specialist College". The formal company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI. There is an induction pack describing the role and expectations of trustees, and regular certification of alignment with the expectations.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Principal, supported by the College Business and Finance Lead & Project and Fund Raising Lead, plus a site team. The Chief Executive (Gordon Tillman), Principal (Ros Leach) and Business and Finance Lead (John Spavins) report to and are accountable to the Board of Trustees. Deputy and Assistant Principals and phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Principal.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charity Commission. The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves are being accumulated to meet the current reserve policy requirement of a 12-month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

In the previous year 2023/2024 we had 116 learners. In July 2024 there were 29 leavers. At the start of the 2024/2025 year we retained 87 learners and added 41 new placements. At the end of this 2024/2025 reporting period there were 128 learners, of which 32 are leavers. We expect total learners on roll to increase again to about 140 for the reporting year 2025/26.

Service Provision

Achieving secure and appropriate onward destinations for our leavers is the priority outcome. Trustees are delighted to report that all 2025 leavers moved to secure onward destinations as per plan. Of those leavers 37% went into paid employment or supported employment (vs. 33% in the 2023/2024 year). Trustees are proud of this result considering that comparable national figures are less than 6%. Other leavers transitioned to combinations of volunteering and social care programs as appropriate.

Since September 2024, the college has used Earwig to more accurately track and report learner data. This system enables staff and tutors to identify skills gaps and target them effectively, and it ensures that Trustees can understand the relative progress and improvements from baseline for each learner. In Maths, most learners make strong or better progress from their starting points, with the majority achieving more than 20% progress across assessed targets. In English more than 80% of learners are achieving more than 20% progress. Trustees see this is as evidence that most learners are making better-than-expected improvement; Teaching and support strategies are working effectively; Interventions are well targeted; and Learners are closing skills gaps faster than planned.

Our Learning for Life Pathway uses the Recognising and Rewarding Progress and Achievement framework (RARPA) to assess learners personalised targets for five EHCP strands. These strands are Cognition and Learning: Literacy; Cognition and Learning: Numeracy; Communication and Interaction; Social, Emotional and Mental Health; and Sensory and Physical. Learners on the RARPA pathway achieve higher average progress percentages, often above 60% for most EHCP strands. End-of-module data shows consistency, with the majority of learners achieving their targets - 54% of learners achieved three or more targets, while only 29% achieved one or fewer, indicating sustained progress throughout the year.

Trustees were pleased to see our partnerships for employment and volunteering opportunities make continued progress in the year. We achieved all eight Gatsby benchmarks regarding Quality Careers Education. There were successful work placements and employment with Tesco, Runway Training and Bank of New York (BNY), as well as partnerships with Waitrose, The Entertainer, National Trust, and a range of local charity shops and churches.

Recognition

Trustees are delighted to report that three of our learners have been selected as finalists in The National Learning Disabilities and Autism Awards 2025, in recognition of their work as Oliver McGowan expert co-trainers. They carry out this service in collaboration with our partners at Runway Training.

The Oaks Horticulture Group designed and prepared a garden at Tonbridge station that won the Network Rail Southeastern in Bloom 2025 award.

The Accessibility team was honoured with a Silver Award from Pearson National Teaching Awards for the Transformational Use of Digital Technology. This recognised their outstanding work in embedding everyday technology into the learning environment, significantly boosting learners' academic performance, participation, and self-esteem. Subsequently, the team have been entered by Pearson for a Gold Award.

The Careers Team was honoured with a Bronze Award from Pearson National Teaching Awards for Partnership of the Year. The award recognises our innovative internal placements and our strong employer collaborations with Tesco, Mitie, Charlie's Angels Kitchens, The Amelia Scott Project, and our global recognition as a Microsoft Showcase college.

We have been awarded Microsoft Showcase College status for the last four academic years. Microsoft award this prestigious status to "an elite group of colleges that exemplify the best teaching and learning in the world today".

Given these results and recognition Trustees remain confident that our programs are delivering the intended outcomes.

Facilities

The Oaks Specialist College remains at the site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds including the new modular building we added in 2021. The facilities are near enough at the practical limit to host learners and staff.

As aligned to our stated strategic targets we are extending our provision so that we can welcome young adults with physical disabilities to The Oaks from September 2025. Our new building, The Point, will offer additional facilities that will enable these new learners to build upon their independence and life skills in an environment that fully caters for their physical needs.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements, and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 12-month period.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £2,829,585 (2024: £2,052,363). Per the reserves policy above the 12 months operating costs target is £3,713,410 (as per total expenditure in the reporting period below less the costs of £1,474,392 for The Point building as these are not expected to occur each year). The charity will continue to build on these reserves over time to achieve the reserves policy.

At the year end, the charity held total funds of £4,251,601 (2024: £3,473,304) of which unrestricted general funds were £4,106,221 (2024: £3,404,203) and restricted funds were £145,380 (2024: £69,101).

c. Financial Summary

In the year ended 31 July 2025 the Charity reported total income as £5,966,099 (2024: £4,002,851). Total expenditure was £5,187,802 vs £3,055,575 in the previous financial year. Of the total spend, expenditure on charitable activities was £5,146,981 (2024: £3,003,779). Increases in income align to funding from the increase in learners. Increases in expenditure align to the expanded teaching and support staff to service the increase in learners and costs incurred for The Point building totalling £1,474,392 included in expenditure on charitable activities.

d. Staff Remuneration

Salaries are set by referencing pay-scales against our industry's current set of salary benchmarking data - ensuring they remain competitive to help with staff retention, whilst being mindful of the charity's ethos, aims and objectives and our status as a not-for-profit-organisation.

d. Risk Management

The charity trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established to manage those risks.

Key risk areas include:

Governance risks which are managed by Trustee recruitment procedures and training; disclosure of conflicts of interest; appointment of suitably qualified staff; regular trustee board meetings; specific responsibility areas for Trustees on Safeguarding, Finance, and IT; and appointment and oversight of qualified, skilled and experienced leadership and management team and a fit-for-purpose organisational structure that is reviewed annually.

Operational risks which are managed by assigned safeguarding leads and safeguarding oversight; documented internal policies, processes and procedures; appropriate business management and contract reviews; resilient IT systems, data storage and Cyber security; robust HR planning, Safer Recruitment hiring procedures and professional development; and appropriate insurance coverage of assets.

Financial risks which are managed by maintaining appropriate cash reserves; regular reporting and review of financial planning and performance; internal controls and external audits.

External risks which are managed by monitoring of demographic changes, number of potential learners, and demand for placements; monitoring of local and national government policy changes and funding models; and close engagement and communication with community partners and stakeholders.

Compliance risks which are managed by regular review of Department of Education, Ofsted and other requirements; planning for compliance and inspection; and ensuring access to appropriate professional advice.

PLANS FOR FUTURE PERIODS

Our long-term aim is that The Oaks Specialist College remains successful in meeting the needs of each learner; that the College remains financially stable and sustainable; is a great place to work; works in partnership and collaboration with others to develop and champion the skills and attributes that our learners and leavers have; and works tirelessly to develop opportunities for them to be able to live meaningful and independent lives and be confident, caring and contributing citizens.

To achieve our long-term aim means consolidating what we already do every day – maintaining all aspects of excellent provision and constantly seeking ways to become even better, including uses and applications of technology and assistive technology. And it means achieving long term financial stability and financial security to ensure consistency and longevity of our provision.

Strategic targets aligned to our quality improvement plan that Trustees review and monitor include:

- Completing and embedding “The Point”, our new bespoke onsite provision for learners with physical disability – expanding the current physical facility
- Collaborate with KCC transport to jointly develop a universal method of assessing progress that demonstrates eligibility/non eligibility status for post 19 learners, whilst seeking alternatives and also cost saving arrangements for transport
- Develop partnerships and settings to provide permanent employment opportunities for leavers
- Reacting to any stated need, replicating our model of provision elsewhere in the Southeast region to meet the needs of a greater number of 19-25 LLDDs
- Build on our Microsoft Showcase successes and create digital learning opportunities and apps that are accessible to 19-25 LLDDs, and create an accessibility profile and embed this into the transitions process
- Develop and lead on a SEND ‘short’ course primarily for trainee and early career teachers, followed by collaboration with the University of Kent to design a SEND teaching degree
- Plan and implement our ‘Let’s go Zero 2030’ plan
- Monitor possible ways forward to facilitate /signpost families to “move-on/supported” accommodation in the local community and community opportunities for our college leavers

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
The Oaks Specialist College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Robert Marsh
David Martin
Richard Pone (Chair)
Daniel Broad
David Carter
Katie Lloyd
Charlotte Steggles
Geena Vabulas

Directors
Robert Marsh
David Martin
Richard Pone (Chair)
Daniel Broad
John Spavins
David Carter
Katie Lloyd
Charlotte Steggles
Geena Vabulas

Key management
Gordon Tillman (Chief Executive Officer)
Ros Leach (Principal)

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers
Close Brothers
10 Crown Place
London
EC2A 4FT

NatWest
3 High Street
Maidstone
Kent
ME14 1HJ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to small companies subject to the small companies’ regime in Part 15 of the Companies Act 2006.

Report of the trustees approved by order of the board of trustees, as the company directors, on 13 March 2026 and signed on the board's behalf by:

Trustee – Richard Pone

Opinion
We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 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 UK, including the FRC'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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company, and determined that the most significant which have a direct material effect on the amounts and disclosures in the financial statements are the Companies Act 2006, the Charities Act 2011 and Charities SORP FRS102.

We also identified other laws and regulations which do not have a direct effect on the amounts and disclosures in the financial statements, but which compliance is fundamental to the entity's operations including Employment Law, Health and Safety Law, Data Protections Laws (including UK General Data Protection Regulation (GDPR), Food Hygiene Standards and safeguarding regulations and enquires were made with management regarding procedures in place to ensure compliance.

Having reviewed the laws and regulations applicable to the charitable company, we designed and performed audit procedures to obtain sufficient appropriate evidence. Specifically we:

- Assigned an engagement team to the audit that collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquired with management on any non compliance with laws and regulations.
- Reviewed the legal expense accounts and legal correspondence to identify potential litigation or claims involving the entity.
- Reviewed internal policies and procedures and external guidance.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement and fraud and in doing so:

- Considered whether there were areas of the financial statements particularly susceptible to fraud and enquired with management as to any known or suspected instances of fraud and their assessment of fraud risk.
- Considered whether management have incentives and opportunities to manipulate financial results and determined the key audit risks related to completeness of income, management override of controls and restricted funds.
- The risk of management override of controls has been reviewed and audited, including through testing journal entries, accounting estimates and other adjustments for appropriateness. Furthermore, analytical procedures were undertaken to identify any unusual or unexpected relationships and transactions and the rationale behind these was investigated.
- The risk of completeness of income has been reviewed and audited, including through substantive testing, along with a review of the appropriateness of the accounting policy concerning income recognition and completing detailed cut off testing either side of the balance sheet date.
- Designed and performed audit procedures to obtain sufficient appropriate evidence including substantive testing in relation to restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement, however the inherent limitations of audit procedures means that there remains a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, override of controls, forgery, collusion, omission or misrepresentation.

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 Report of the Auditors.

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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Chewter FCA (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 18 March 2026

Note:
The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2025

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/25	31/07/24	**31/07/25**	31/07/24	**31/07/25**	31/07/24
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	**94,578**	134,458	**1,635,517**	272,800	**1,730,095**	407,258
Charitable activities	**3**	**4,178,891**	3,552,356	**-**	-	**4,178,891**	3,552,356
Other trading activities	**4**	**21,286**	29,941	**-**	-	**21,286**	29,941
Investment income		**35,827**	13,296	**-**		**35,827**	13,296
Total		**4,330,582**	3,730,051	**1,635,517**	272,800	**5,966,099**	4,002,851
Expenditure on:							
Raising funds	**5**	**40,821**	51,796	**-**	-	**40,821**	51,796
Charitable activities	**6,7**	**3,626,305**	2,885,525	**1,520,676**	118,254	**5,146,981**	3,003,779
Total		**3,667,126**	2,937,321	**1,520,676**	118,254	**5,187,802**	3,055,575
Net income/(expenditure)		**663,456**	792,730	**114,841**	154,546	**778,297**	947,276
Transfers between funds	**19**	**38,562**	238,357	**(38,562)**	(238,357)	**-**	-
Net movement in funds		**702,018**	1,031,087	**76,279**	(83,811)	**778,297**	947,276
Reconciliation of funds:							
Total funds brought forward		**3,404,203**	2,373,116	**69,101**	152,912	**3,473,304**	2,526,028
Total funds carried forward		**4,106,221**	3,404,203	**145,380**	69,101	**4,251,601**	3,473,304

The notes form part of these financial statements

BALANCE SHEET
For The Year Ended 31 July 2025

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/25	31/07/24	**31/07/25**	31/07/24	**31/07/25**	31/07/24
		£	£	**£**	£	**£**	£
FIXED ASSETS							
Tangible assets	**12**	**1,276,636**	1,351,840	-	-	**1,276,636**	1,351,840
CURRENT ASSETS							
Debtors	**13**	**425,297**	38,439	**-**	-	**425,297**	38,439
Cash at bank and in hand		**2,822,715**	2,329,148	**145,380**	69,101	**2,968,095**	2,398,249
		3,248,012	2,367,587	**145,380**	69,101	**3,393,392**	2,436,688
CREDITORS							
Amounts falling due within one year	**14**	**(397,844)**	(315,224)	-	-	**(397,844)**	(315,224)
NET CURRENT ASSETS		**2,850,168**	2,052,363	**145,380**	69,101	**2,995,548**	2,121,464
TOTAL ASSETS LESS CURRENT LIABILITIES		**4,126,804**	3,404,203	**145,380**	69,101	**4,272,184**	3,473,304
CREDITORS							
Amounts falling due after more than one year	**15**	**(20,583)**	-	-	-	**(20,583)**	-
NET ASSETS		**4,106,221**	3,404,203	**145,380**	69,101	**4,251,601**	3,473,304
FUNDS	**18**						
Unrestricted funds		**4,106,221**	3,404,203	-	-	**4,106,221**	3,404,203
Restricted funds		**-**	-	**145,380**	69,101	**145,380**	69,101
TOTAL FUNDS		**4,106,221**	3,404,203	**145,380**	69,101	**4,251,601**	3,473,304

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

The financial statements were approved by the Board of Trustees and authorised for issue on 13 March 2026 and were signed on its behalf by:

Trustee – Richard Pone

The notes form part of these financial statements

CASH FLOW STATEMENT
For The Year Ended 31 July 2025

	Notes	Year Ended 31.7.25 £	Year Ended 31.7.24 £
Cash flows from operating activities			
Cash generated from operations	A	**789,620**	1,066,366
Interest paid			-
Interest element of hire purchase payments paid		**(753)**	(14,129)
Net cash provided by operating activities		**788,867**	1,052,237
Cash flows from investing activities			
Purchase of tangible fixed assets		**(182,617)**	(272,146)
Interest received		**35,827**	13,296
Net cash used in investing activities		**(146,790)**	(258,850)
Cash flows from financing activities			
Capital repayments in year		**(72,231)**	(72,231)
Net cash (used in)/provided by financing activities		**(72,231)**	(72,231)
Change in cash and cash equivalents in the reporting period		**569,846**	721,156
Cash and cash equivalents at the beginning of the reporting period		**2,398,249**	1,677,093
Cash and cash equivalents at the end of the reporting period		**2,968,095**	2,398,249

The notes form part of these financial statements

NOTES TO THE CASHFLOW STATEMENT
For The Year Ended 31 July 2025

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

	Year Ended 31/07/2025	Year Ended 31/07/2024
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	**778,297**	947,276
Adjustments for:		
Depreciation charges	**257,821**	218,711
Interest received	**(35,827)**	(13,296)
Interest element of hire purchase and finance lease rental payments	**753**	14,129
(Increase)/ decrease in debtors	**(386,858)**	7,376
Increase/(decrease) in creditors	**175,434**	(107,830)
Net cash provided by operations	**789,620**	1,066,366

B. ANALYSIS OF CHANGES IN NET FUNDS

	At 01/08/2024	Cash flow	**At 31/07/2025**
	£	£	**£**
Net cash			
Cash at bank and in hand	**2,398,249**	**569,846**	**2,968,095**
	2,398,249	**569,846**	**2,968,095**
Debt			
Finance leases	**(72,231)**	**72,231**	**-**
	(72,231)	**72,231**	**-**
Total	**2,326,018**	**642,077**	**2,968,095**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 8 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end, the charity has again increased its activity in terms of grant funding, increased student and staff numbers as well as entering negotiations to expand its provision on its current site. The college continues to receive more consults than it's able to accommodate and EHCP data from Local Authorities gives a clear indication that demand for provisions such as The Oaks will continue over the coming years

Income
Income from donations and grants, including capital grants, is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

Income from charitable activities includes income from government grants and local authorities and is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

Income for other trading activities is recognised in the period in which the charity is entitled to receipt, which is either when the event has taken place or over the period in which the income relates.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

Financial Instruments
The charity only has financial instruments which qualify as basis financial instruments. Short term basic financial instruments are initially recognised at transaction value and subsequently at amortised cost.

2. DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2025	31/07/2024	**31/07/2025**	31/07/2024	**31/07/2025**	31/07/2024
	£	£	**£**	£	**£**	£
Donations	**1,024**	3,146	**1,342**	1,967	**2,366**	5,113
Other government grants	**93,554**	118,961	**1,584,166**	177,766	**1,677,720**	296,727
Other grants	**-**	12,351	**50,009**	93,067	**50,009**	105,418
Total	**94,578**	134,458	**1,635,517**	272,800	**1,730,095**	407,258

3. CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2025	31/07/2024	**31/07/2025**	31/07/2024	**31/07/2025**	31/07/2024
	£	£	**£**	£	**£**	£
Core Government grants	**4,178,891**	3,552,356	**-**	**-**	**4,178,891**	3,552,356
Total	**4,178,891**	3,552,356	**-**	**-**	**4,178,891**	3,552,356

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2025	31/07/2024	**31/07/2025**	31/07/2024	**31/07/2025**	31/07/2024
	£	£	**£**	£	**£**	£
Fundraising events	**21,286**	20,221	**-**	**-**	**21,286**	20,221
Rents received	**-**	9,720	**-**	**-**	**-**	9,720
Total	**21,286**	29,941	**-**	**-**	**21,286**	29,941

5. EXPENDITURE ON RAISING FUNDS

	Total Funds	
	31/07/2025	31/07/2024
	£	£
Wages and salaries	**40,821**	32,676
Contributions paid	**-**	19,120
Total	**40,821**	51,796

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/07/2025	31/07/2024
	£	£
Wages and salaries	**2,005,365**	1,679,777
Professional services	**19,474**	15,173
Learning resources	**19,246**	12,283
Catering costs	**9,703**	10,606
College trips	**48,194**	40,856
Total	**2,101,982**	1,758,695

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/07/2025	31/07/2024
	£	£
Wages and salaries	**757,210**	445,104
Advertising	**-**	1,176
Bank charges	**1,297**	1,119
Hire purchase interest	**753**	14,129
Depreciation	**257,821**	218,711
Sundry expenses	**7,230**	8,115
Postage and stationery	**11,437**	15,556
Other staff costs	**43,700**	39,550
Operating leases	**54,362**	86,223
Telephone	**7,336**	6,602
Staff training	**33,614**	34,734
Repairs and maintenance	**56,798**	49,441
Cleaning	**70,789**	62,119
Rates and water	**5,031**	23,392
Light and heat	**2,635**	4,057
Premises rent	**108,336**	99,954
The Point building costs	**1,474,392**	-
Insurance	**37,775**	30,561
Travel	**21,878**	21,773
Computer expenses	**66,413**	62,216
Governance costs:		
Auditors' remuneration	**9,300**	8,700
Accountancy	**16,892**	11,852
Total	**3,044,999**	1,245,084

7. ANALYSIS OF SUPPORT COSTS (continued)

Construction of the new purpose-built provision for learners with physical disabilities formally named 'The Point' began during the year. Kent County Council (KCC) are funding the construction in full and therefore own the provision as this is situated on land owned by KCC. The terms of the agreement are that the charity is invoiced for all costs incurred for the construction of the provision and receive grant funding from Kent County Council as the costs are incurred. Therefore, the charity has not capitalised the total costs incurred of £1,474,392 for The Point as they do not own the building and instead these costs are included within support costs. The grant funding received from KCC is classified as restricted income as per note 19 of the financial statements and was fully spent in the year.

The construction was not fully completed by the year end and as such additional costs will be incurred in the subsequent year. In addition, after practical completion 1.5% retention is due to be paid with the remaining 1.5% due 12 months after practice completion. The retention deducted on the invoices incurred up to the year-end has been accrued in the financial statements within other creditors, with the amount split between creditors due within one year in note 14 and due in more than one year in note 15 accordingly.

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2025 nor the year ended 31 July 2024.

Trustees' expenses
During the year expenses totalling £86 were reimbursed to 2 trustees in relation to travel and training expenses (2024: £29 reimbursed to 1 trustee in relation to travel expenses.).

9. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year ended 31/07/2025	Year ended 31/07/2024
	£	£
Wages and salaries	**2,184,729**	1,722,902
Social security costs	**222,828**	154,310
Other pension costs	**395,839**	280,345
	2,803,396	2,157,557

The average monthly number of employees during the year was as follows:

	Year ended 31/07/2025	Year ended 31/07/2024
	74	**62**

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

	Year ended 31/07/2025	Year ended 31/07/2024
	59	49

9. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL (continued)

The total employment benefits including employer pension contributions of the key management personnel were £563,213 (2024: £499,319).

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

	Year ended 31/07/2025	Year ended 31/07/2024
	£	£
In the band £60,000 - £70,000	**3**	-
In the band £70,001 - £80,000	**1**	2
In the band £80,0001 - £90,000	**1**	-

10. AUDITOR'S REMUNERATION

The auditor's remuneration of £9,300 (2024: £8,700) related solely to the audit with additional work being undertaken of £16,892 (2024: £11,852) in relation to other accountancy services.

11. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/07/2025	Year ended 31/07/2024
	£	£
Depreciation	257,821	218,711
Auditors' remuneration for audit services	9,300	8,700
Auditors' remuneration for non-audit services	16,892	11,852
Operating lease rentals	54,362	86,223

12. TANGIBLE FIXED ASSETS

	Improvements to property £	College equipment £	Totals £
COST			
At 1 August 2024	**1,722,212**	**277,830**	**2,000,042**
Additions	**93,147**	**89,470**	**182,617**
At 31 July 2025	**1,815,359**	**367,300**	**2,182,659**
DEPRECIATION			
At 1 August 2024	**545,056**	**103,146**	**648,202**
Charge for year	**196,536**	**61,285**	**257,821**
At 31 July 2025	**741,592**	**164,431**	**906,023**
NET BOOK VALUE			
At 31 July 2025	**1,073,767**	**202,869**	**1,276,636**
At 31 July 2024	1,177,156	174,684	1,351,840

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts:

	2025 £	2024 £
Improvements to property	**-**	644,714
College equipment	**-**	1,450
	-	646,164

13 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	**15,573**	12,995
Other debtors	**500**	500
Prepayments and accrued income	**409,224**	24,944
	425,297	38,439

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Hire purchase (see note 16)	-	72,231
Trade creditors	342,082	211,018
Social security and other taxes	311	125
Other creditors	35,358	11,774
Accruals and deferred income	20,093	20,076
	397,844	315,224

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025	2024
	£	£
Other creditors	20,583	-

16. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2025	2024
	£	£
Net obligations repayable:		
Within one year	-	72,231
Between one and five years	-	-
	-	72,231

17. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2025	2024
	£	£
Net obligations repayable:		
Within one year	155,466	146,153
Between one and five years	490,821	68,468
More than five years	8,583	-
	654,870	214,621

18. MOVEMENT IN FUNDS

	At 1.8.24	Net movement in funds	At 31.7.25
	£	£	£
Unrestricted funds			
General fund	3,404,203	**702,018**	**4,106,221**
Restricted funds			
Restricted fund	69,101	**76,279**	**145,380**
TOTAL FUNDS	3,473,304	**778,297**	**4,251,601**

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

	Incoming resources	Resources expended / transfers	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**4,330,582**	**(3,628,564)**	**702,018**
Restricted funds			
Restricted fund	**1,635,517**	**(1,559,238)**	**76,279**
TOTAL FUNDS	**5,966,099**	**(5,187,802)**	**778,297**

Comparatives for movement in funds

	At 1.8.23	Net movement in funds	At 31.7.24
	£	£	£
Unrestricted funds			
General fund	2,373,116	1,031,087	3,404,203
Restricted funds			
Restricted fund	152,912	(83,811)	69,101
TOTAL FUNDS	2,526,028	947,276	3,473,304

18. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,730,051	(2,698,964)	1,031,087
Restricted funds			
Restricted fund	272,800	(356,611)	(83,811)
TOTAL FUNDS	4,002,851	(3,055,575)	947,276

19. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2024	Incoming resources	Resources expended	Transfers	Balance at 31 July 2025
	£	£	£	£	£
Colyer Ferguson	3,468	8,500	(7,900)	-	4,068
Free school meals	12,777	9,298	(5,449)	-	16,626
3H	1,177	-	(343)	-	834
Royal Botanical Gardens	116	-	(116)	-	-
Justgiving	1,236	-	(196)	-	1,040
Worshipful Company of Information Technologists	478	-	(478)	-	-
Kent Community Foundation	42	-	-	-	42
NINVEHEH Trust	702	-	(702)	-	-
Masonic Charitable Foundation	791	-	(628)	-	163
Sponsored Walk	-	1,342	-	-	1,342
All About Modular	-				
Donations	176	-	-	-	176
Tonbridge and Malling Borough Council	-	9,000	(572)	-	8,428
Charlie's Angels Kitchen	1,559	9,000	(5,500)	-	5,059
Trinity Hire and Sound Beams	-	5,900	(2,000)	(3,900)	-
BNY Mellon	587	4,109	-	(3,385)	1,311
Department for Education	45,992	100,476	(20,892)	(24,377)	101,199
The Point KCC Funding	-	1,474,392	(1,474,392)	-	-
The Mears Foundation	-	1,000	(1,000)	-	-
The Education People	-	2,500	(508)	(1,992)	-
Lifegate Project	-	10,000	-	(4,908)	5,092
	69,101	1,635,517	(1,520,676)	(38,562)	145,380

19. RESTRICTED FUNDS (continued)

Colyer Ferguson - £8,500 – A Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend twelve one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Free school meals - £9,298 – The College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provide funding based on this calculation plus an additional 5% to cover administration costs.

Sponsored Walk - £1,342 – Fundraised by staff and learners for a 'Keep Moving Challenge' sponsored walk, the money raised went towards learner residential trips across academic year 2024/2025.

Tonbridge and Malling Borough Council - £9,000 – Stage 3 payment of a grant to support the employability opportunities for our learners. The grant has paid for salaries and oncosts for the College's Careers Team who support our learners with employability daily.

Charlie's Angels Kitchen - £9,000 – (£7,500 TWBC and £1,500 TMBC) supports the College partnership with Charlie's Angels cafe in Tunbridge Wells, where Learners go for work experience in a cafe environment. We purchased laptops, screens and kitchen equipment for the café to support our leamers. It also funds monthly payments for the learners' use of the cafe facilities as they are supported during their work experience.

Trinity Hire and Sound Beams - £5,900 – (£2,000 Kent Community Foundation, £3,900 Tonbridge and Malling Borough Council) Funded new equipment (Sound beams, 6 controllers, 4 sensor clips, 4 mic broom stand, 8 switches, 1 mic, 1 pair of speakers, 1 storage trolley, 1 training session) Also funded the hire of Trinity Theatre for a learner led performance in June 2025.

BNY Mellon – £4,109 - Volunteers from BNY Mellon have been supporting staff and learners at The Oaks through their Community Impact Program. In addition to the knowledge, experience and expertise BNY Mellon volunteers bring to The Oaks, the Program also attracts funding from BNY Mellon. The funding is based on the number of volunteer hours spent at The Oaks and the funds are re-invested in the activities which the Community Impact Program support.

DFE grant - £100,476 - The DfE provided funding in the year to help maintain and improve the condition of school buildings and grounds.

The Point KCC funding - £1,474,392 – Kent County Council provided funding for the construction of the new purpose-built provision for learners with physical disabilities.

The Mears Foundation - £1,000 - Grant donated for the purpose of purchasing new goals, training items, water bottles and shin pads, socks etc.

The Education People (£1,000) & Tonbridge and Malling Borough Council (£1,500) - £2,500 : Funded us for a new Pottery kiln, including delivery and installation, as well as initial supplies such as clay, glaze and underglaze.

19. RESTRICTED FUNDS (continued)

Lifegate Project - £10,000 - Night Sky Foundation and Spectris Foundation contributed £5,000 each to fund the purchase of iPhones and Apple watches for leaners to be used in conjunction with 'Assistiv' app which enables learners to complete step by step tasks at work and home independently.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

20. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 July 2025 or 31 July 2024 other than the trustee expenses incurred as detailed in note 8.

21. CAPITAL COMMITMENTS

As at 31 July 2025 the charitable company was committed to £349,354 (2024: £Nil) in relation to construction work for the purpose-built provision for learners with physical disabilities formally known as The Point.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales - Charity number 1187919

Accounts

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2024

	Page
Report of the Trustees	1 to 9
Report of the Independent Auditors	10 to 12
Statement of Financial Activities	13
Balance Sheet	14
Cash Flow Statement	15
Notes to the Financial Statements	16 to 27

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

REPORT OF THE TRUSTEES
For The Year Ended 31 July 2024

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2023 to 31 July 2024. This report is also the directors' report. The trustees have adopted the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is that young adults with learning difficulties are independent, confident, caring citizens that contribute through employment or meaningful roles in society. We aim to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain and develop new skills, knowledge and behaviours. Our mission is to provide educational and physical programmes to develop their skills, capacities and capabilities – ensuring they are exceptionally well prepared for their next steps in life.

b. Objectives

To act as a resource for young people between ages 18 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the Southeast of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

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)'.

c. Main Activities

The Charity operated during the reporting period as "The Oaks Specialist College" and operates as a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

Accredited and Non-Accredited Learning
The Oaks offer accreditation in English and Maths Functional Skills and Certificate, ranging from Entry Level 1 to Level 1-2. For some learners, qualifications and accreditation are not appropriate, therefore their study programme will be assessed using the RARPA (Recognising and Recording Progress and Achievement) approach.

Preparation for Working Life, Work Experience and Work-Related Activities
Work related activity is included in our study programmes and all learners are able to participate in work related learning. We have an expanding range of supported placements and connections with local and national businesses. Preparing our learners for adulthood sits at the heart of our offer. Our individual learning routes will have their own distinct identity that allows for personalisation whilst maintaining the quality of each study programme.

Curriculum Overview
The Oaks curriculum focuses on Embedding Learning, Work and Living Skills, Personal Development and Independence in all our learning routes.

Our study programmes are tailored to suit each learner's individual needs. Learners are not restricted by a profile and will access learning across our offer as appropriate. More information about our pathways can be found on our website: www.theoaks.ac.uk/learning-offer/.

Vocational programmes reflect the long-term aspirations of our learners. We gather this information before learners start their journey with us and throughout their time at College. We currently offer the following vocational programmes/options: Horticulture; Animal Care; Hospitality and Catering; Performing Skills; Enterprise; Film Studies; Outdoor activities (all accredited by the Prince's Trust Achieve Programme), Cafe Skills and Art. Vocational Programmes are also embedded into off-site employability opportunities.

We also have some outstanding on-site facilities including: Spill The Beans Cafe; Tesco/Snack Shack; Commercial Poly Tunnel; Workshops; The Hive - Employability hub; Deja Brew - Coffee van.

Therapies & Wellbeing
The Oaks offer a range of therapies including: Occupational Therapy; Speech & Language Therapy; Counselling; Physiotherapy.

The delivery of therapy is embedded into each learner's learning programme. This enables them to build on the skills they have previously gained and maximise these in the context of life skills, independence and employment. Our therapy team work closely with learners and potential employers to ensure work placement opportunities are sustainable. Our therapists work across all pathways to provide strategies that enable our learners to be more independent and able to overcome challenges as they prepare to leave The Oaks.

Learner Voice
Throughout all curricula there is a focus on learner voice, personal development, greater independence and the skills, knowledge and behaviours acquired being transferable. We have a thriving Oaks College Council who meet regularly and help to drive forward change for people with special educational needs and disabilities (SEND). Learners learn how to communicate their likes, dislikes and how to represent the thoughts of our other learners.

Careers and Employment
Careers and employment skills are embedded into the College curriculum. As part of the careers programme, we provide high quality careers information, advice and guidance in line with the Gatsby Benchmarks. We support our learners to access the workplace and to develop their skills and confidence within a working environment. On site, learners participate in enterprise projects which provides them with the understanding of how businesses operate.

Learners also participate in Employer led work experience in a variety of sectors.

Digital/Accessibility Skills
Our digital offer is crucial in assisting and enabling our young people to be autonomous in their independence - within the College setting, within the community and in the workplace. The aim of our Digital & Accessibility offer is to ensure that young people leave the College with the skills for independence they require embedded in their daily lives. Our Project Moto and Project Smart allow young people to develop their knowledge and understanding of their own mobile phones and smart home devices to harness their assistive technology features.

Digital/ Accessibility Skills are also embedded across the college offer to improve effective communication and learner autonomy.

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the Education and Skills Funding Agency (ESFA). For the financial period of this report, Element 1 was £6,308 per learner, per academic year.
- Element two £6,000 is paid by the ESFA. Element two is then reclaimed from the local authority (LA) High Needs funding allocation.
- Element three is calculated individually by the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £11,400 to £51,700 per academic year.

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

When appropriate, the college applies for grants/ financial support for specific projects or expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

The operating name is "The Oaks Specialist College". The formal company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI. There is an induction pack describing the role and expectations of trustees, and regular certification of alignment with the expectations.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Principal, supported by a College Business Manager, Development Manager and Project & Fundraising Manager, plus a site team. The Chief Executive (Gordon Tillman), Principal (Ros Leach) and Business and Finance Lead (John Spavins) report to and are accountable to the Board of Trustees. Phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Principal.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charity Commission. The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves meet the current reserve policy requirement of a 6-month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

The Oaks Specialist College had 116 learners with high needs during the reporting period, which consisted of 86 retained from the 2022/23 year and a net new 30 learners. We expect this to increase again slightly to about 117 FTE (full time equivalent) for the reporting year 2024/25.

Service Provision

Trustees are delighted to report that 100% of 2024 leavers moved to secure onward destinations as per plan. And that 33% of the leavers moved to paid employment or supported employment, a tremendous result considering that the national figure for young people with special education needs is only about 6%. Other leavers transitioned to combinations of volunteering and social care programs as appropriate.

Learners continue to meet their EHCP targets. And for those learners subject to Maths and English examination (our "Skills for Independence" and "Preparation for Life and Work" pathways) - 84% made progress from their Maths baseline, and 78% made progress from their English baseline – excellent results for these programmes.

Trustees were also pleased to see our partnerships for employment and volunteering opportunities continue to expand and embed – with our learners having placements and opportunities with Tesco, Mitie, Servomax, and local partners such as The Amelia, and Charlies Angels Cafe.

Given these results Trustees remain confident that our programs are delivering the intended outcomes.

Facilities

The Oaks Specialist College remains at the site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds including the new modular building we added in 2021. The facilities are near enough at the practical limit to host learners and staff. Expanding the offering of the Charity is under consideration as described in the plans for future periods section.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements, and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 6-month period. At a Trustees' meeting held in March 2025 it was agreed to amend the Reserves Policy to cover a 12-month operating period.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £2,052,363 (2023: £1,074,711). Per the reserves policy above the initial 6 months operating costs target is £1,527,788 (as per total expenditure in the reporting period below). The charity continues to build on those reserves over time to achieve the amended reserves policy target of 12 months operating costs which would equate to £3,055,575.

At the year end, the charity held total funds of £3,473,304 (2023: £2,526,028) of which unrestricted general funds were £3,404,203 (2023: £2,373,116) and restricted funds were £69,101 (2023: £152,912).

c. Financial Summary

In the year ended 31 July 2024 the Charity reported total income as £4,002,851 (2023: £3,300,373). Total expenditure was £3,055,575 vs £2,568,931 in the previous financial year. Of the total spend, expenditure on charitable activities was £3,003,779. Increases in income align to funding from the increase in learners. Increases in expenditure align to the expanded teaching and support staff to service the increase in learners.

d. Staff Remuneration

Salaries are set by referencing pay-scales against our industry's current set of salary benchmarking data - ensuring they remain competitive to help with staff retention, whilst being mindful of the charity's ethos, aims and objectives and our status as a not-for-profit-organisation.

d. Risk Management

The charity trustees have considered the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established to manage those risks.

Key risk areas include:

Governance risks which are managed by Trustee recruitment procedures and training; disclosure of conflicts of interest; appointment of suitably qualified staff; regular trustee board meetings; specific responsibility areas for Trustees on Safeguarding, Finance, and IT; and appointment and oversight of qualified, skilled and experienced leadership and management team and a fit-for-purpose organisational structure that is reviewed annually.

Operational risks which are managed by assigned safeguarding leads and safeguarding oversight; documented internal policies, processes and procedures; appropriate business management and contract reviews; resilient IT systems, data storage and Cyber security; robust HR planning, Safer Recruitment hiring procedures and professional development; and appropriate insurance coverage of assets.

Financial risks which are managed by maintaining appropriate cash reserves; regular reporting and review of financial planning and performance; internal controls and external audits.

External risks which are managed by monitoring of demographic changes, number of potential learners, and demand for placements; monitoring of local and national government policy changes and funding models; and close engagement and communication with community partners and stakeholders.

Compliance risks which are managed by regular review of Department of Education, Ofsted and other requirements; planning for compliance and inspection; and ensuring access to appropriate professional advice.

PLANS FOR FUTURE PERIODS

Our long-term aim is that The Oaks Specialist College remains successful in meeting the needs of each learner; that the College remains financially stable and sustainable; is a great place to work; works in partnership and collaboration with others to develop and champion the skills and attributes that our learners and leavers have; and works tirelessly to develop opportunities for them to be able to live meaningful and independent lives and be confident, caring and contributing citizens.

To achieve our long-term aim means consolidating what we already do every day – maintaining all aspects of excellent provision and constantly seeking ways to become even better, including uses and applications of technology and assistive technology. And it means achieving long term financial stability and financial security to ensure consistency and longevity of our provision.

Strategic targets that Trustees review and monitor include:

Sustainably expanding our impact

- Reacting to any stated need – to replicate and operate our provision model elsewhere
- Build a bespoke onsite provision for learners with physical disability – expanding the current physical facility
- Develop outreach advice and support for schools and general FE colleges
- Increase space, facilities, and the range of provision & learning opportunities available on our current site
- In partnership with a major national employer, establish and successfully run a not-for-profit business that provides dedicated training for LLDDs in the Hospitality, Retail, Domestic and/or Health & Social Care sectors
- Secure a site in East Sussex, Kent and/or adjoining London Boroughs where we could replicate our model and keep young people closer to their communities
- Explore possibilities for the College to set up its own employment opportunities through a wholly owned trading arm

Transitioning learners to appropriate destinations aligned to their needs and abilities

- If opportunities arise – facilitate investment into "move-on" accommodation by 3rd parties
- Develop a partnership to provide permanent employment opportunities for learners
- Expand opportunities for learners to explore move-on / supported living
- Expand travel, residential, and volunteering opportunities

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
Oakley College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Simon Harris (resigned 30 January 2024)
Glenn Douglas (resigned 1 September 2023)
Robert Marsh
David Martin
Richard Pone (Chair)
Julie Stones (resigned 30 April 2024)
Daniel Broad
David Carter
Katie Lloyd
Charlotte Steggles (appointed 30 April 2024)
Geena Vabulas (appointed 30 April 2024)

Directors
Simon Harris (resigned 30 January 2024)
Glenn Douglas (resigned 1 September 2023)
Robert Marsh
David Martin
Richard Pone (Chair)
Julie Stones (resigned 30 April 2024)
Daniel Broad
John Spavins
David Carter
Katie Lloyd
Charlotte Steggles (appointed 30 April 2024)
Geena Vabulas (appointed 30 April 2024)

Key management
Gordon Tillman (Chief Executive Officer)
Ros Leach (Principal)

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Bankers
Close Brothers
10 Crown Place
London
EC2A 4FT

NatWest
3 High Street
Maidstone
Kent
ME14 1HJ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Report of the trustees approved by order of the board of trustees, as the company directors, on 14.04.2025 and signed on the board's behalf by:

.....

Trustee – Richard Pone

Opinion
We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 UK, including the FRC'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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper 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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company, and determined that the most significant which have a direct material effect on the amounts and disclosures in the financial statements are the Companies Act 2006, the Charities Act 2011 and Charities SORP FRS102.

We also identified other laws and regulations which do not have a direct effect on the amounts and disclosures in the financial statements, but which compliance is fundamental to the entity's operations including Employment Law, Health and Safety Law, Data Protections Laws (including UK General Data Protection Regulation (GDPR), Food Hygiene Standards and safeguarding regulations and enquires were made with management regarding procedures in place to ensure compliance.

Having reviewed the laws and regulations applicable to the charitable company, we designed and performed audit procedures to obtain sufficient appropriate evidence. Specifically we:

- Assigned an engagement team to the audit that collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquired with management on any non compliance with laws and regulations.
- Reviewed the legal expense accounts and legal correspondence to identify potential litigation or claims involving the entity.
- Reviewed internal policies and procedures and external guidance.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement and fraud and in doing so:

- Considered whether there were areas of the financial statements particularly susceptible to fraud and enquired with management as to any known or suspected instances of fraud and their assessment of fraud risk.
- Considered whether management have incentives and opportunities to manipulate financial results and determined the key audit risks related to completeness of income, management override of controls and restricted funds.
- The risk of management override of controls has been reviewed and audited, including through testing journal entries, accounting estimates and other adjustments for appropriateness. Furthermore, analytical procedures were undertaken to identify any unusual or unexpected relationships and transactions and the rationale behind these was investigated.
- The risk of completeness of income has been reviewed and audited, including through substantive testing, along with a review of the appropriateness of the accounting policy concerning income recognition and completing detailed cut off testing either side of the balance sheet date.
- Designed and performed audit procedures to obtain sufficient appropriate evidence including substantive testing in relation to restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement, however the inherent limitations of audit procedures means that there remains a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, override of controls, forgery, collusion, omission or misrepresentation.

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 Report of the Auditors.

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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Chewter FCA (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 17 April 2025

Note:

The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2024

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/24	31/07/23	**31/07/24**	31/07/23	**31/07/24**	31/07/23
		£	£	**£**	£	**£**	£
Income from:							
Donations and legacies	**2**	**134,458**	65,149	**272,800**	118,041	**407,258**	183,190
Charitable activities	**3**	**3,552,356**	3,082,928	**-**	-	**3,552,356**	3,082,928
Other trading activities	**4**	**29,941**	34,255	**-**	-	**29,941**	34,255
Investment income		**13,296**	-	**-**		**13,296**	-
Total		**3,730,051**	3,182,332	**272,800**	118,041	**4,002,851**	3,300,373
Expenditure on:							
Raising funds	**5**	**51,796**	34,169	**-**	-	**51,796**	34,169
Charitable activities	**6,7**	**2,885,525**	2,465,325	**118,254**	69,437	**3,003,779**	2,534,762
Total		**2,937,321**	2,499,494	**118,254**	69,437	**3,055,575**	2,568,931
Net income/(expenditure)		**792,730**	682,838	**154,546**	48,604	**947,276**	731,442
Transfers between funds	**19**	**238,357**	4,661	**(238,357)**	(4,661)	**-**	-
Net movement in funds		**1,031,087**	687,499	**(83,811)**	43,943	**947,276**	731,442
Reconciliation of funds:							
Total funds brought forward		**2,373,116**	1,685,617	**152,912**	108,969	**2,526,028**	1,794,586
Total funds carried forward		**3,404,203**	2,373,116	**69,101**	152,912	**3,473,304**	2,526,028

The notes form part of these financial statements

BALANCE SHEET
For The Year Ended 31 July 2024

	Note	Unrestricted Funds 31/07/24 £	Unrestricted Funds 31/07/23 £	Restricted Funds 31/07/24 £	Restricted Funds 31/07/23 £	Total Funds 31/07/24 £	Total Funds 31/07/23 £
FIXED ASSETS							
Tangible assets	12	**1,351,840**	1,298,405	-	-	**1,351,840**	1,298,405
CURRENT ASSETS							
Debtors	13	**38,439**	45,815	-	-	**38,439**	45,815
Cash at bank and in hand		**2,329,148**	1,524,181	**69,101**	152,912	**2,398,249**	1,677,093
		2,367,587	1,569,996	**69,101**	152,912	**2,436,688**	1,722,908
CREDITORS							
Amounts falling due within one year	14	**(315,224)**	(423,054)	-	-	**(315,224)**	(423,054)
NET CURRENT ASSETS		**2,052,363**	1,146,942	**69,101**	152,912	**2,121,464**	1,299,854
TOTAL ASSETS LESS CURRENT LIABILITIES		**3,404,203**	2,445,347	**69,101**	152,912	**3,473,304**	2,598,259
CREDITORS							
Amounts falling due after more than one year	15	-	(72,231)	-	-	-	(72,231)
NET ASSETS		**3,404,203**	2,373,116	**69,101**	152,912	**3,473,304**	2,526,028
FUNDS	18						
Unrestricted funds		**3,404,203**	2,373,116	-	-	**3,404,203**	2,373,116
Restricted funds		-	-	**69,101**	152,912	**69,101**	152,912
TOTAL FUNDS		**3,404,203**	2,373,116	**69,101**	152,912	**3,473,304**	2,526,028

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

The financial statements were approved by the Board of Trustees and authorised for issue on ...14.04.2025..... and were signed on its behalf by:

.....
Trustee – Richard Pone

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CASH FLOW STATEMENT
For The Year Ended 31 July 2024

	Notes	Year Ended 31.7.24 £	Year Ended 31.7.23 £
Cash flows from operating activities			
Cash generated from operations	20	**1,066,366**	975,111
Interest paid			-
Interest element of hire purchase payments paid		**(14,129)**	(33,353)
Net cash provided by operating activities		**1,052,237**	941,758
Cash flows from investing activities			
Purchase of tangible fixed assets		**(272,146)**	(58,853)
Interest received		**13,296**	-
Net cash used in investing activities		**(258,850)**	(58,853)
Cash flows from financing activities			
Capital repayments in year		**(72,231)**	(278,429)
Net cash (used in)/provided by financing activities		**(72,231)**	(278,429)
Change in cash and cash equivalents in the reporting period		721,156	604,476
Cash and cash equivalents at the beginning of the reporting period		1,677,093	1,072,617
Cash and cash equivalents at the end of the reporting period		2,398,249	1,677,093

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on pages 7-8 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end, the charity has again increased its activity in terms of grant funding, increased student and staff numbers as well as entering negotiations to expand its provision on its current site. The college continues to receive more consults than it's able to accommodate and EHCP data from Local Authorities gives a clear indication that demand for provisions such as The Oaks will continue over the coming years

Income
Income from donations and grants, including capital grants, is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

Income from charitable activities includes income from government grants and local authorities and is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

Income for other trading activities is recognised in the period in which the charity is entitled to receipt, which is either when the event has taken place or over the period in which the income relates.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

Financial Instruments
The charity only has financial instruments which qualify as basis financial instruments. Short term basic financial instruments are initially recognised at transaction value and subsequently at amortised cost.

2. DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2024	31/07/2023	**31/07/2024**	31/07/2023	**31/07/2024**	31/07/2023
	£	£	**£**	£	**£**	£
Donations	**3,146**	4,684	**1,967**	5,784	**5,113**	10,468
Other government grants	**118,961**	60,465	**177,766**	20,032	**296,727**	80,497
Other grants	**12,351**	-	**93,067**	92,225	**105,418**	92,225
Total	**134,458**	65,149	**272,800**	118,041	**407,258**	183,190

3. CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2024	31/07/2023	**31/07/2024**	31/07/2023	**31/07/2024**	31/07/2023
	£	£	**£**	£	**£**	£
Core Government grants	**3,552,356**	3,082,928	-	-	**3,552,356**	3,082,928
Total	**3,552,356**	3,082,928	-	-	**3,552,356**	3,082,928

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2024	31/07/2023	**31/07/2024**	31/07/2023	**31/07/2024**	31/07/2023
	£	£	**£**	£	**£**	£
Fundraising events	**20,221**	12,040	-	-	**20,221**	12,040
Rents received	**9,720**	22,215	-	-	**9,720**	22,215
Total	**29,941**	34,255	-	-	**29,941**	34,255

5. EXPENDITURE ON RAISING FUNDS

	Total Funds	
	31/07/2024	31/07/2023
	£	£
Wages and salaries	**32,676**	34,169
Contributions paid	**19,120**	-
Total	**51,796**	34,169

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/07/2024	31/07/2023
	£	£
Wages and salaries	**1,679,777**	1,304,006
Professional services	**15,173**	11,514
Learning resources	**12,283**	8,718
Catering costs	**10,606**	6,295
College trips	**40,856**	39,640
Total	**1,758,695**	1,370,173

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/07/2024	31/07/2023
	£	£
Wages and salaries	**445,104**	419,175
Advertising	**1,176**	11,352
Bank charges	**1,119**	771
Hire purchase interest	**14,129**	33,353
Depreciation	**218,711**	193,933
Sundry expenses	**8,115**	3,205
Postage and stationery	**15,556**	16,928
Other staff costs	**39,550**	32,042
Operating leases	**86,223**	153,107
Telephone	**6,602**	6,675
Staff training	**34,734**	12,911
Repairs and maintenance	**49,441**	18,073
Cleaning	**62,119**	58,430
Rates and water	**23,392**	6,965
Light and heat	**4,057**	11,085
Premises rent	**99,954**	65,763
Insurance	**30,561**	28,848
Travel	**21,773**	27,744
Computer expenses	**62,216**	45,260
Governance costs:		
Auditors' remuneration	**8,700**	8,400
Accountancy	**11,852**	10,569
Total	**1,245,084**	1,164,589

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2024 nor the year ended 31 July 2023.

Trustees' expenses
During the year expenses totalling £29 were reimbursed to 1 trustee in relation to travel expenses (2023: no expenses reimbursed to trustees).

9. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year Ended 31.7.24	Year Ended 31.7.23
	£	£
Wages and salaries	**1,722,902**	1,415,333
Social security costs	**154,310**	127,299
Other pension costs	**280,345**	214,718
	2,157,557	1,757,350

The average monthly number of employees during the year was as follows:

	Year Ended 31.7.24	Year ended 31.7.23
	62	**57**

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

	Year Ended 31.7.24	Year ended 31.7.23
	49	45

The total employment benefits including employer pension contributions of the key management personnel were £499,319 (2023: £446,751)

There were 2 (2023: 2) employees with employment benefits (excluding employer pension contributions) of between £70,000 - £80,000 in the period (2023: between £60,000 - £70,000).

10. AUDITOR'S REMUNERATION

The auditor's remuneration of £8,700 (2023: £8,400) related solely to the audit with additional work being undertaken of £11,852 (2023: £10,569) in relation to other accountancy services.

11. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/07/2024	Year ended 31/07/2023
	£	£
Depreciation	218,711	193,933
Auditors' remuneration for audit services	8,700	8,400
Auditors' remuneration for non-audit services	11,852	10,569
Operating lease rentals	86,223	153,107

12. TANGIBLE FIXED ASSETS

	Improvements to property	College equipment	Totals
	£	£	£
COST			
At 1 August 2023	**1,609,355**	**118,541**	**1,727,896**
Additions	**112,857**	**159,289**	**272,146**
At 31 July 2024	**1,722,212**	**277,830**	**2,000,042**
DEPRECIATION			
At 1 August 2023	**363,572**	**65,919**	**429,491**
Charge for year	**181,484**	**37,227**	**218,711**
At 31 July 2024	**545,056**	**103,146**	**648,202**
NET BOOK VALUE			
At 31 July 2024	**1,177,156**	**174,684**	**1,351,840**
At 31 July 2023	1,245,783	52,622	1,298,405

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts:

	2024	2023
	£	£
Improvements to property	**644,714**	748,268
College equipment	**1,450**	2,072
	646,164	750,340

13 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	12,995	1,910
Other debtors	500	500
Prepayments and accrued income	24,944	43,405
	38,439	45,815

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Hire purchase (see note 16)	72,231	278,429
Trade creditors	211,018	17,021
Social security and other taxes	125	125
Other creditors	11,774	9,546
Accruals and deferred income	20,076	117,933
	315,224	423,054

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
Hire purchase (see note 16)	-	72,231

16. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2024	2023
	£	£
Net obligations repayable:		
Within one year	72,231	278,429
Between one and five years	-	72,231
	72,231	350,660

17. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2024	2023
	£	£
Net obligations repayable:		
Within one year	146,153	161,924
Between one and five years	59,885	128,671
	206,038	290,595

18. MOVEMENT IN FUNDS

	At 1.8.23 £	Net movement in funds £	At 31.7.24 £
Unrestricted funds			
General fund	2,373,116	**1,031,087**	**3,404,203**
Restricted funds			
Restricted fund	152,912	**(83,811)**	**69,101**
TOTAL FUNDS	2,526,028	**947,276**	**3,473,304**

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

	Incoming resources	Resources expended / transfers	Movement in funds
	£	£	£
Unrestricted funds			
General fund	**3,730,051**	**(2,698,964)**	**1,031,087**
Restricted funds			
Restricted fund	**272,800**	**(356,611)**	**(83,811)**
TOTAL FUNDS	**4,002,851**	**(3,055,575)**	**947,276**

Comparatives for movement in funds

	At 1.8.22 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General fund	1,685,617	687,499	2,373,116
Restricted funds			
Restricted fund	108,969	43,943	152,912
TOTAL FUNDS	1,794,586	731,442	2,526,028

18. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	3,182,332	(2,494,833)	687,499
Restricted funds			
Restricted fund	118,041	(74,098)	43,943
TOTAL FUNDS	3,300,373	(2,568,931)	731,442

19. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2023	Incoming resources	Resources expended	Transfers	Balance at 31 July 2024
	£	£	£	£	£
Colyer Ferguson	41,021	9,300	(46,853)	-	3,468
Free school meals	10,584	6,394	(4,201)	-	12,777
KCC (Building improvements)	82	-	(82)	-	-
3H	-	1,480	(303)	-	1,177
Variety, The Children's Charity	-	54,616	-	(54,616)	-
Royal Botanical Gardens	200	-	(84)	-	116
Kent Active	500	-	(500)	-	-
Justgiving	319	1,467	(550)	-	1,236
Worshipful Company of Information Technologists	478	-	-	-	478
The Big Lottery Fund	113	-	(113)	-	-
Kent Community Foundation	126	1,000	(1,084)	-	42
NINVEHEH Trust	2,500	-	(1,798)	-	702
Masonic Charitable Foundation	903	500	(612)	-	791
KCCF	10,400	-	(10,400)	-	-
All About Modular	1,500	-	(1,500)	-	-
Donations	176	-	-	-	176
Tonbridge and Malling Borough Council	6,000	15,000	(21,000)	-	-
Tunbridge Wells Borough Council	-	7,500	(5,941)	-	1,559
The Careers and Enterprise Company	177	-	(177)	-	-
BNY Mellon	-	4,171	(3,584)	-	587
Department for Education	77,833	171,372	(19,472)	(183,741)	45,992
	152,912	272,800	(118,254)	(238,357)	69,101

19. RESTRICTED FUNDS (continued)

Colyer Ferguson - £9,300 – A Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend twelve one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Free school meals - £6,394 – The College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provides funding based on this calculation plus an additional 5% to cover administration costs.

The 3H Foundation - £1,480 – The 3H Foundation is a local charity set-up 45 years ago to awards grants that provide respite for people with disabilities and their carers. The £1,480 was generously awarded to the college to fund climbing lessons for learners as part of their Prince's Trust curriculum.

Variety, The Children's Charity - £54,616 – During the year the College received grant funding to purchase a sunshine coach.

Justgiving - £1,467 – A member of staff ran the Paris marathon in April 2024 to raise money for Motor Neurone Disease (MND). The staff member committed to donate £550 to MND with any additional sponsorship beyond her £550 target going to the college to pay for improvements to the sensory rooms.

Kent Community Foundation - £1,000 – Grant funding was received in the year to provide support and training for the college.

NINEVEH Trust – This grant was received in the prior year to purchase materials and equipment for constructing outdoor, wooden activity and sensory installations around the college site and was fully spent in the year.

KCCF – Grants were received for KCCF in the prior year to fund the expansion and continued support of The Oaks' "Into Employment" programs such as the Supported Internship program which identify, create and maintain employment opportunities for our learners when they leave the college.

All about Modular – This grant was received in the prior year to purchase materials and pay labour costs for The Hive.

Tonbridge and Malling BC - £15,000 - A grant application for funding the delivery of workplace-based opportunities for learners with SEND and who are residents of the borough was submitted and kindly approved. The £15,000 payment represents the interim, 50% instalment of the grant.

Tunbridge Wells BC - £7,500 – A grant of £7,500 was kindly awarded to the college to provide our learners with the knowledge and training in the skills required to effectively support the running of Charlies Angels café.

BNY Mellon – £4,171 - Volunteers from BNY Mellon have been supporting staff and learners at The Oaks through their Community Impact Program. In addition to the knowledge, experience and expertise BNY Mellon volunteers bring to The Oaks, the Program also attracts funding from BNY Mellon. The funding is based on the number of volunteer hours spent at The Oaks and the funds are re-invested in the activities which the Community Impact Program support.

DFE grant - £171,372 - The DfE provided funding in the year to help maintain and improve the condition of school buildings and grounds.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

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

	Year Ended 31.7.24 £	Year Ended 31.7.23 £
Net income for the reporting period (as per the Statement of Financial Activities)	**947,276**	731,442
Adjustments for:		
Depreciation charges	**218,711**	193,933
Interest received	**(13,296)**	-
Interest paid	-	-
Interest element of hire purchase and finance lease rental payments	**14,129**	33,353
Decrease/(Increase) in debtors	**7,376**	(13,897)
(Decrease)/Increase in creditors	**(107,830)**	30,280
Net cash provided by operations	**1,066,366**	975,111

21. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.23 £	Cash flow £	**At 31.7.24 £**
Net cash			
Cash at bank and in hand	**1,677,093**	**721,156**	**2,398,249**
	1,677,093	**721,156**	**2,398,349**
Debt			
Finance leases	**(350,660)**	**278,429**	**(72,231)**
	(350,660)	**278,429**	**(72,231)**
Total	**1,326,433**	**999,585**	**2,326,018**

22. POST BALANCE SHEET EVENTS

On 21 March 2025 Kent County Council approved to fund the build of £2m purpose built provision for learners with physical disabilities.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales - Charity number 1187919

Accounts

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2023

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2023

	Page
Report of the Trustees	1 to 9
Report of the Independent Auditors	10 to 12
Statement of Financial Activities	13
Balance Sheet	14
Cash Flow Statement	15
Notes to the Financial Statements	16 to 28

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

REPORT OF THE TRUSTEES
For The Year Ended 31 July 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2022 to 31 July 2023. This report is also the directors' report. The trustees have adopted the provisions of "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – (Charities SORP).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain new skills, knowledge and behaviours that develop them, and lead to them each being exceptionally well prepared for their next steps into adulthood and a positive, meaningful and productive long-term future.

b. Objectives

To act as a resource for young people between ages 16 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the Southeast of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

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)'.

c. Main Activities

The Charity operated during the reporting period as "The Oaks Specialist College" and operates as a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

Accredited and Non-Accredited Learning
The Oaks offer accreditation in English and Maths Functional Skills and Certificate, ranging from Entry Level 1 to Level 1-2. For some learners qualifications and accreditation are not appropriate, therefore their study programme will be assessed using the RARPA (Recognising and Recording Progress and Achievement) approach. All achievements and successes are celebrated.

Preparation for Working Life, Work Experience and Work-Related Activities
Work related activity is included in our study programmes and all learners are able to participate in work related learning. We have an expanding range of supported placements and connections with local and national businesses. Preparing our learners for adulthood sits at the heart of our offer. Our individual learning routes will have their own distinct identity that allows for personalisation whilst maintaining the quality of each study programme.

Curriculum Overview
The Oaks curriculum focuses on Embedding Learning, Work and Living Skills, Personal Development and Independence in all our learning routes.

Our study programmes are tailored to suit each learner's individual needs. Learners are not restricted by a profile and will access learning across our offer as appropriate. More information about our pathways can be found on our website: www.theoaks.ac.uk.

Vocational programmes reflect the long-term aspirations of our learners. We gather this information before learners start their journey with us and throughout their time at College. We currently offer the following vocational programmes/options: Horticulture; Animal Care; Hospitality and Catering; Performing Skills; Enterprise; Film Studies; Outdoor activities (all accredited by the Prince's Trust Achieve Programme), Cafe Skills and Art. Vocational Programmes are also embedded into off-site employability opportunities.

We also have some outstanding on-site facilities including: Spill The Beans Cafe; Tesco/Snack Shack; Commercial Poly Tunnel; Workshops; The Hive - Employability hub; Deja Brew - Coffee van.

Therapies & Wellbeing
The Oaks offer a range of therapies including: Occupational Therapy; Speech & Language Therapy; Counselling; Physiotherapy.

The delivery of therapy is embedded into each learner's learning programme. This enables them to build on the skills they have previously gained and maximise these in the context of life skills, independence and employment. Our therapy team work closely with learners and potential employers to ensure work placement opportunities are sustainable. Our therapists work across all pathways to provide strategies that enable our learners to be more independent and able to overcome challenges as they prepare to leave The Oaks.

Learner Voice
Throughout all curricula there is a focus on learner voice, personal development, greater independence and the skills, knowledge and behaviours acquired being transferable. We have a thriving Oaks College Council who meet regularly and help to drive forward change for people with special educational needs and disabilities (SEND). Learners learn how to communicate their likes, dislikes and how to represent the thoughts of our other learners.

Careers and Employment
Careers and employment skills are embedded into the College curriculum. As part of the careers programme, we are able to provide high quality careers information, advice and guidance in line with the Gatsby Benchmarks. We support our learners to access the workplace and to develop their skills and confidence within a working environment. On site, we are very fortunate to have opportunities for learners to participate in enterprise projects which provides them with the understanding of how businesses operate.

Learners also participate in Employer led work experience in a variety of sectors.

Digital/Accessibility Skills
Our digital offer is crucial in assisting and enabling our young people to be autonomous in their independence - within the College setting, within the community and in the workplace. The aim of our Digital & Accessibility offer is to ensure that young people leave the College with the skills for independence they require embedded in their daily lives. Our Project Moto and Project Smart allow young people to develop their knowledge and understanding of their own mobile phones and smart home devices to harness their assistive technology features.

Digital/ Accessibility Skills are also embedded across the college offer to improve effective communication and learner autonomy.

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the Education and Skills Funding Agency (ESFA). For the financial period of this report, Element 1 was £5,893 per learner, per academic year.
- Element two £6,000 is paid by the ESFA. Element two is then reclaimed from the local authority (LA) High Needs funding allocation.
- Element three is calculated individually by the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £12,000 to £49,000 per academic year.

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

When appropriate, the college applies for grants/ financial support for specific projects or expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

The operating name is "The Oaks Specialist College". The formal company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key operational decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Principal, supported by a College Business Manager, Development Manager and Project & Fundraising Manager, plus a site team. The Chief Executive (Gordon Tillman) and Principal (Ros Leach) report to and are accountable to the Board of Trustees. Phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Principal.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charity Commission.

The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves are close to achieving the reserve policy requirement of a 6 month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

The Oaks Specialist College had 112 learners with high needs during the reporting period, which consisted of 75 retained from the 2021/22 year and a net new 37 learners. We expect this to increase again slightly to about 116 FTE (full time equivalent) for the reporting year 2023/24.

Service Provision

Trustees are delighted to report that The Oaks Specialist College was inspected for the first time by Ofsted in May 2023 and that the overall grading was **Outstanding** in all areas. Excerpts from the report include:

"Learners are very positive and proud of their education. They share the exceptionally high ambitions that leaders, trustees and staff have for them to achieve. Learners benefit from early discussions about their aspirations and ambitions with staff, who work with them effectively and consistently to achieve their goals through the course of their studies. As a result, learners make excellent academic and personal progress."

"Learners have access to exceptionally high-quality resources which help them to thrive in their learning.....Leaders and managers have developed a highly appropriate and ambitious curriculum that develops learners' independent living skills and employability skills to prepare them for adulthood successfully..... Highly-skilled and qualified staff plan teaching to seamlessly meet the often complex needs of learners."

In November 2022 the College was awarded the distinction of being a "Microsoft Showcase College" for 2022-23, one of only 78 schools of any kind in the UK, and the only SEND Specialist College in the world to be awarded this status. This award recognizes **"an elite group of schools that exemplify the best of teaching and learning in the world today".**

Trustees were pleased to see that 40% of the leavers of 22/23 moved to paid employment, a tremendous result considering that the national figure for young people with special education needs is only 5.9%.

Facilities

The Oaks Specialist College remains at the site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds including the new modular building we added in 2021. The facilities are near enough at the practical limit to host learners and staff. Expanding the offering of the Charity in other locations is under consideration as described in the plans for future periods section.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements, and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 3-month period, and will seek to increase this to at least 6 months operating costs.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £1,074,711. Per the reserves policy above the initial 3 months operating costs target is £642,233 (as per total expenditure in the reporting period below). The charity continues to build on those reserves over time to achieve the reserves policy target of 6 months operating costs which would equate to £1,284,466.

At the year end, the charity held total funds of £2,526,028 (2022: £1,794,586) of which unrestricted general funds were £2,373,116 (2022: £1,685,617) and restricted funds were £152,912 (2022: £108,969).

c. Financial Summary

In the year ended 31 July 2023 the Charity reported total income as £3,300,373 (2022: £2,435,003). Total expenditure was £2,568,931 vs £2,015,187 in the previous financial year. Of the total spend, expenditure on charitable activities was £2,534,762. Increases in income align to funding from the increase in learners. Increases in expenditure align to the expanded teaching and support staff to service the increase in learners.

d. Staff Remuneration

Salaries are set by referencing pay-scales against our industry's current set of salary benchmarking data - ensuring they remain competitive to help with staff retention, whilst being mindful of the charity's ethos, aims and objectives.

d. Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

Key risks areas include:

Governance risks which are managed by Trustee recruitment procedures and training; disclosure of conflicts of interest; appointment of suitably qualified staff; regular trustee board meetings; specific responsibility areas for Trustees on Safeguarding, Finance, and IT; and appointment and oversight of a qualified management team and organisational structure.

Operational risks which are managed by assigned safeguarding leads and safeguarding oversight; documented internal policies, processes and procedures; appropriate business management and contract reviews; resilient IT systems and data storage; robust HR planning, hiring procedures and professional development; and appropriate insurance coverage of assets.

Financial risks which are managed by maintaining appropriate cash reserves; regular reporting and review of financial planning and performance; internal controls and external audits.

External risks which are managed by monitoring of demographic changes, number of potential learners, and demand for placements; monitoring of government policy changes and funding models; and close engagement and communication with community partners and stakeholders.

Compliance risks which are managed by regular review of Department of Education, Ofsted and other requirements; planning for compliance and inspection; and ensuring access to appropriate professional advice.

PLANS FOR FUTURE PERIODS

Our long-term aim is that The Oaks Specialist College remains successful in meeting the needs of each learner; that the College remains financially stable and sustainable; is a great place to work; works in partnership and collaboration with others to develop and champion the skills and attributes that our learners and leavers have; and works tirelessly to develop opportunities for them to be able to live meaningful and independent lives and be confident, caring and contributing citizens.

To achieve our long-term aim means consolidating what we already do every day – maintaining all aspects of excellent provision and constantly seeking ways to become even better, including uses and applications of technology and assistive technology. And it means achieving long term financial stability and financial security to ensure consistency and longevity of our provision.

The strategic targets that Trustees review and monitor include:

- Increase the employment and training opportunities our learners and leavers can access linked to our stated charitable objectives "with a view to improving the conditions of life of such persons in the Southeast region".
- In partnership with a major national employer, establish and successfully run a not-for-profit business that provides dedicated training for LLDDs in the Hospitality, Retail, Domestic and/or Health & Social Care sectors.
- Explore possibilities for the College to set up its own employment opportunities through a wholly owned trading arm.
- Increase space, facilities, and the range of provision & learning opportunities available on our current site.
- In partnership with the Kent County Council (KCC) and a local Housing Association, build and establish accommodation for suitable for our learners and leavers (together, with similar young adults) to progress to supported, semi-independent or fully independent living.
- Secure a site in East Sussex or Kent where we could replicate our model and keep young people closer to their communities.
- Develop outreach advice and support for schools and general FE colleges.
- Increase positive awareness, respect and opportunities for all young people with learning difficulties or disabilities in communities and in the workplace.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
Oakley College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Simon Harris (resigned 30 January 2024)
Glenn Douglas (resigned 1 September 2023)
Robert Marsh
David Martin
Richard Pone (Chair)
Julie Stones
Daniel Broad
David Carter
Katie Lloyd (appointed 23 May 2023)

Directors
Simon Harris (resigned 30 January 2024)
Glenn Douglas (resigned 1 September 2023)
Robert Marsh
David Martin
Richard Pone (Chair)
Julie Stones
Daniel Broad
John Spavins
David Carter
Katie Lloyd (appointed 23 May 2023)

Key management
Gordon Tillman (Chief Executive Officer)
Ros Leach (Principal)

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers
Close Brothers
10 Crown Place
London
EC2A 4FT

NatWest
3 High Street
Maidstone
Kent
ME14 1HJ

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Report of the trustees approved by order of the board of trustees, as the company directors, on 26.02.24 and signed on the board's behalf by:



Trustee – Richard Pone

Opinion
We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 UK, including the FRC'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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper 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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company, and determined that the most significant which have a direct material effect on the amounts and disclosures in the financial statements are the Companies Act 2006, the Charities Act 2011 and Charities SORP FRS102.

We also identified other laws and regulations which do not have a direct effect on the amounts and disclosures in the financial statements, but which compliance is fundamental to the entity's operations including Employment Law, Health and Safety Law, Data Protections Laws (including UK General Data Protection Regulation (GDPR), Food Hygiene Standards and safeguarding regulations and enquires were made with management regarding procedures in place to ensure compliance.

Having reviewed the laws and regulations applicable to the charitable company, we designed and performed audit procedures to obtain sufficient appropriate evidence. Specifically we:

- Assigned an engagement team to the audit that collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquired with management on any non compliance with laws and regulations.
- Reviewed the legal expense accounts and legal correspondence to identify potential litigation or claims involving the entity.
- Reviewed internal policies and procedures and external guidance.
- Reviewed the completeness and accuracy of associated disclosures made in the financial statements.

We assessed the susceptibility of the charitable company's financial statements to material misstatement and fraud and in doing so:

- Considered whether there were areas of the financial statements particularly susceptible to fraud and enquired with management as to any known or suspected instances of fraud and their assessment of fraud risk.
- Considered whether management have incentives and opportunities to manipulate financial results and determined the key audit risks related to completeness of income, management override of controls and restricted funds.
- The risk of management override of controls has been reviewed and audited, including through testing journal entries, accounting estimates and other adjustments for appropriateness. Furthermore, analytical procedures were undertaken to identify any unusual or unexpected relationships and transactions and the rationale behind these was investigated.
- The risk of completeness of income has been reviewed and audited, including through substantive testing, along with a review of the appropriateness of the accounting policy concerning income recognition and completing detailed cut off testing either side of the balance sheet date.
- Designed and performed audit procedures to obtain sufficient appropriate evidence including substantive testing in relation to restricted funds.

The audit has been planned and performed in such a way as to best identify risks of material misstatement, however the inherent limitations of audit procedures means that there remains a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, override of controls, forgery, collusion, omission or misrepresentation.

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 Report of the Auditors.

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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Chewter FCA (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 5 MARCH 2024.

Note:
The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2023

	Note	Unrestricted Funds 31/07/23 £	Unrestricted Funds As restated 31/07/22 £	Restricted Funds 31/07/23 £	Restricted Funds As restated 31/07/22 £	Total Funds 31/07/23 £	Total Funds As restated 31/07/22 £
Income from:							
Donations and legacies	2	**65,149**	43,113	**118,041**	151,490	**183,190**	194,603
Charitable activities	3	**3,082,928**	2,225,614	**-**	-	**3,082,928**	2,225,614
Other trading activities	4	**34,255**	14,786	**-**	-	**34,255**	14,786
Total		**3,182,332**	2,283,513	**118,041**	151,490	**3,300,373**	2,435,003
Expenditure on:							
Raising funds	5	**34,169**	23,971	**-**	-	**34,169**	23,971
Charitable activities	6,7	**2,465,325**	1,851,763	**69,437**	139,453	**2,534,762**	1,991,216
Total		**2,499,494**	1,875,734	**69,437**	139,453	**2,568,931**	2,015,187
Net income/(expenditure)		**682,838**	407,779	**48,604**	12,037	**731,442**	419,816
Transfers between funds	19	**4,661**	48,114	**(4,661)**	(48,114)	**-**	-
Net movement in funds		**687,499**	455,893	**43,943**	(36,077)	**731,442**	419,816
Reconciliation of funds:							
Total funds brought forward		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770
Total funds carried forward		**2,373,116**	1,685,617	**152,912**	108,969	**2,526,028**	1,794,586

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - REGISTERED NUMBER 11901504

BALANCE SHEET
For The Year Ended 31 July 2023

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/23	31/07/22	31/07/23	31/07/22	31/07/23	31/07/22
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	12	**1,298,405**	1,433,485	-	-	**1,298,405**	1,433,485
CURRENT ASSETS							
Debtors	13	**45,815**	31,918	-	-	**45,815**	31,918
Cash at bank and in hand		**1,524,181**	963,648	**152,912**	108,969	**1,677,093**	1,072,617
		1,569,996	995,566	**152,912**	108,969	**1,722,908**	1,104,535
CREDITORS							
Amounts falling due within one year	14	**(423,054)**	(392,774)	-	-	**(423,054)**	(392,774)
NET CURRENT ASSETS		**1,146,942**	602,792	**152,912**	108,969	**1,299,854**	711,761
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,445,347**	2,036,277	**152,912**	108,969	**2,598,259**	2,145,246
CREDITORS							
Amounts falling due after more than one year	15	**(72,231)**	(350,660)	-	-	**(72,231)**	(350,660)
NET ASSETS		**2,373,116**	1,685,617	**152,912**	108,969	**2,526,028**	1,794,586
FUNDS	18						
Unrestricted funds		**2,373,116**	1,685,617	-	-	**2,373,116**	1,685,617
Restricted funds		-	-	**152,912**	108,969	**152,912**	108,969
TOTAL FUNDS		**2,373,116**	1,685,617	**152,912**	108,969	**2,526,028**	1,794,586

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

The financial statements were approved by the Board of Trustees and authorised for issue on 26-02-24 and were signed on its behalf by:

Trustee – Richard Pone

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CASH FLOW STATEMENT
For The Year Ended 31 July 2023

	Notes	Year Ended 31.7.23 £	Year Ended 31.7.22 £
Cash flows from operating activities			
Cash generated from operations	20	**975,111**	610,144
Interest paid		**-**	(259)
Interest element of hire purchase payments paid		**(33,353)**	(46,379)
Net cash provided by operating activities		**941,758**	563,506
Cash flows from investing activities			
Purchase of tangible fixed assets		**(58,853)**	(960,751)
Interest received		**-**	3,154
Net cash used in investing activities		**(58,853)**	(957,597)
Cash flows from financing activities			
Capital repayments in year		**(278,429)**	562,022
Net cash (used in)/provided by financing activities		**(278,429)**	562,022
Change in cash and cash equivalents in the reporting period		**604,476**	167,931
Cash and cash equivalents at the beginning of the reporting period		**1,072,617**	904,686
Cash and cash equivalents at the end of the reporting period		**1,677,093**	1,072,617

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on pages 7-8 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end the charity has again increased its activity in terms of grant funding, increased student and staff numbers as well as entering negotiations to expand its provision across other sites. The college remains oversubscribed, with EHCP data from Local Authorities giving a clear indication that the demand for provisions such as The Oaks will continue to increase over the coming years.

Income
Income from donations and grants, including capital grants, is included in income when the charity is entitled to the funds, the receipt is probable, and the amount can be measured reliably. For donations, this is usually on receipt. For grants, this is usually when a formal offer letter is made in writing, unless the grant contacts terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where such conditions exist, the income is deferred until those periods.

Income from charitable activities includes income from government grants and local authorities and is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

Income for other trading activities is recognised in the period in which the charity is entitled to receipt, which is either when the event has taken place or over the period in which the income relates.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

Financial Instruments
The charity only has financial instruments which qualify as basis financial instruments. Short term basic financial instruments are initially recognised at transaction value and subsequently at amortised cost.

Prior period adjustment
A prior period adjustment has been made to reclassify income between donations and legacies and charitable activities in line with the requirements of SORP. The adjustment did not affect the prior period result.

2. DONATIONS AND LEGACIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2023	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022
	£	£	**£**	£	**£**	£
Donations	**4,684**	3,095	**5,784**	22,652	**10,468**	25,747
Other government grants	**60,465**	40,018	**20,032**	94,519	**80,497**	134,537
Other grants	**-**	-	**92,225**	34,319	**92,225**	34,319
Total	**65,149**	43,113	**118,041**	151,490	**183,190**	194,603

3. CHARITABLE ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2023	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022
	£	£	**£**	£	**£**	£
Core Government grants	**3,082,928**	2,225,614	-	-	**3,082,928**	2,225,614
Total	**3,082,928**	2,225,614	-	-	**3,082,928**	2,225,614

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2023	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022	**31/07/2023**	As restated 31/07/2022
	£	£	**£**	£	**£**	£
Fundraising events	**12,040**	1,132	-	-	**12,040**	1,132
Rents received	**22,215**	13,654	-	-	**22,215**	13,654
Total	**34,255**	14,786	-	-	**34,255**	14,786

5. EXPENDITURE ON RAISING FUNDS

	Total Funds	
	31/07/2023	31/07/2022
	£	£
Wages and salaries	**34,169**	23,971
Total	**34,169**	23,971

6. ANALYSIS OF DIRECT COSTS

	Total Funds	
	31/07/2023	31/07/2022
	£	£
Wages and salaries	**1,304,006**	1,001,447
Professional services	**11,514**	17,976
Learning resources	**8,718**	7,791
Catering costs	**6,295**	5,831
College trips	**39,640**	8,634
Total	**1,370,173**	1,041,679

7. ANALYSIS OF SUPPORT COSTS

	Total Funds	
	31/07/2023	31/07/2022
	£	£
Wages and salaries	**419,175**	346,654
Advertising	**11,352**	1,831
Bank charges	**771**	543
Hire purchase interest	**33,353**	46,559
Depreciation	**193,933**	155,362
Sundry expenses	**3,205**	1,304
Postage and stationery	**16,928**	9,402
Other staff costs	**32,042**	11,997
Operating leases	**153,107**	149,542
Telephone	**6,675**	4,963
Staff training	**12,911**	6,535
Repairs and maintenance	**18,073**	24,258
Cleaning	**58,430**	38,027
Rates and water	**6,965**	5,131
Light and heat	**11,085**	14,370
Premises rent	**65,763**	37,083
Insurance	**28,848**	21,918
Travel	**27,744**	20,584
Computer expenses	**45,260**	34,724
Governance costs:		
Auditors' remuneration	**8,400**	7,860
Accountancy	**10,569**	10,890
Total	**1,164,589**	949,537

8. TRUSTEES' REMUNERATION AND BENEFITS

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

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

9. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year Ended 31.7.23	Year Ended 31.7.22
	£	£
Wages and salaries	**1,415,333**	1,119,153
Social security costs	**127,299**	98,380
Other pension costs	**214,718**	154,539
	1,757,350	1,372,072

The average monthly number of employees during the year was as follows:

Year Ended 31.7.23	Year ended 31.7.22
57	51

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

Year Ended 31.7.23	Year ended 31.7.22
45	38

The total employment benefits including employer pension contributions of the key management personnel were £446,751 (2022: £375,862)

There were 2 (2022: 1) employees with employment benefits (excluding employer pension contributions) of between £60,000 - £70,000 in the period.

10. AUDITOR'S REMUNERATION

The auditor's remuneration of £8,400 (2022:£7,860) related solely to the audit with additional work being undertaken of £10,569 (2022: £10,890) in relation to other accountancy services.

11. NET INCOME/(EXPENDITURE) AND NET MOVEMENT IN FUNDS

Net income/(expenditure) and net movement in funds is stated after charging/(crediting):

	Year ended 31/07/2023	Year ended 31/07/2022
	£	£
Depreciation	**193,933**	155,362
Auditors' remuneration for audit services	**8,400**	7,860
Auditors' remuneration for non-audit services	**10,569**	10,890
Operating lease rentals	**153,107**	149,542

12. TANGIBLE FIXED ASSETS

	Improvements to property	College equipment	Totals
	£	£	£
COST			
At 1 August 2022	**1,562,350**	**106,693**	**1,669,043**
Additions	**47,005**	**11,848**	**58,853**
At 31 July 2023	**1,609,355**	**118,541**	**1,727,896**
DEPRECIATION			
At 1 August 2022	**194,657**	**40,901**	**235,558**
Charge for year	**168,915**	**25,018**	**193,933**
At 31 July 2023	**363,572**	**65,919**	**429,491**
NET BOOK VALUE			
At 31 July 2023	**1,245,783**	**52,622**	**1,298,405**
At 31 July 2022	1,367,693	65,792	1,433,485

The net carrying value of tangible fixed assets includes the following in respect of assets held under finance leases or hire purchase contracts:

	2023	2022
	£	£
Improvements to property	**748,268**	851,823
College equipment	**2,072**	2,695
	750,340	854,518

13 DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	1,910	7,966
Other debtors	500	3,750
Prepayments and accrued income	43,405	20,202
	45,815	31,918

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Hire purchase (see note 16)	278,429	297,361
Trade creditors	17,021	33,260
Social security and other taxes	125	82
Other creditors	9,546	8,388
Accruals and deferred income	117,933	53,683
	423,054	392,774

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	£	£
Hire purchase (see note 16)	72,231	350,660

16. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2023	2022
	£	£
Net obligations repayable:		
Within one year	278,429	297,361
Between one and five years	72,231	350,660
	350,660	648,021

17. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2023	2022
	£	£
Net obligations repayable:		
Within one year	161,924	217,966
Between one and five years	128,671	304,350
	290,595	522,316

18. MOVEMENT IN FUNDS

	At 1.8.22 £	Net movement in funds £	At 31.7.23 £
Unrestricted funds			
General fund	**1,685,617**	**687,499**	**2,373,116**
Restricted funds			
Restricted fund	**108,969**	**43,943**	**152,912**
TOTAL FUNDS	**1,794,586**	**731,442**	**2,526,028**

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

	Incoming resources £	Resources expended / transfers £	Movement in funds £
Unrestricted funds			
General fund	**3,182,332**	**(2,494,833)**	**687,499**
Restricted funds			
Restricted fund	**118,041**	**(74,098)**	**43,943**
TOTAL FUNDS	**3,300,373**	**(2,568,931)**	**731,442**

Comparatives for movement in funds

	At 1.8.21 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General fund	**1,229,724**	**455,893**	**1,685,617**
Restricted funds			
Restricted fund	**145,046**	**(36,077)**	**108,969**
TOTAL FUNDS	**1,374,770**	**419,816**	**1,794,586**

18. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,283,513	(1,827,620)	455,893
Restricted funds			
Restricted fund	151,490	(187,567)	(36,077)
TOTAL FUNDS	2,435,003	(2,015,187)	419,816

19. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2022	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 July 2023**
	£	£	£	£	£
Colyer Ferguson	2,180	44,500	(5,659)	-	**41,021**
Free school meals	10,558	3,352	(3,326)	-	**10,584**
KCC (Building improvements)	24,762	-	(22,188)	(2,492)	**82**
3H	5,467	-	(5,467)	-	-
Royal Botanical Gardens	200	-	-	-	**200**
Kent Active	500	-	-	-	**500**
Justgiving	138	3,108	(2,927)	-	**319**
Worshipful Company of Information Technologists	729	-	(251)	-	**478**
The Big Lottery Fund	2,282	-	-	(2,169)	**113**
Kent Community Foundation	-	1,100	(974)	-	**126**
NINVEHEH Trust	-	2,500	-	-	**2,500**
Masonic Charitable Foundation	-	1,000	(97)	-	**903**
KCCF	-	15,400	(5,000)	-	**10,400**
All About Modular	-	1,500	-	-	**1,500**
Donations	-	176	-	-	**176**
Tonbridge and Malling Borough Council	-	6,000	-	-	**6,000**
The Careers and Enterprise Company	1,000	-	(823)	-	**177**
Department for Work and Pensions	-	20,450	(20,450)	-	-
BNY Mellon	-	2,275	(2,275)	-	-
Department for Education	61,153	16,680	-	-	**77,833**
	108,969	118,041	(69,437)	(4,661)	**152,912**

19. RESTRICTED FUNDS (continued)

Colyer Ferguson - £4,500 – A Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend twelve one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Colyer Ferguson - £40,000 – This grant is to provide staffing resources for generating and supporting employment opportunities with local businesses and initiatives, thus enabling college learners to positively contribute to society through their meaningful employment.

Free school meals - £3,352– The College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provides funding based on this calculation plus an additional 5% to cover administration costs.

KCC (Building Improvements) – In Autumn 2019 Oakley College occupied new premises which was part funded by Kent County Council. The amount of funding provided was based on quotes from the building contractors involved on the project.

3H – The 3H Foundation is a local charity set-up 45 years ago to awards grants that provide respite for people with disabilities and their carers. £5,467 to fund the sailing trip was applied for and approved and fully spent in the year.

Royal Botanical Gardens Kew – Kew runs an outreach initiative called "Grow Wild" aimed at encouraging millions of people to enjoy and value wildflowers and fungi. As part of this initiative, schools and college were invited to apply for a £500 grant to run gardening projects with their students, with £200 unspent at the year end.

Kent Active – KentSport in association with SportEngland runs an "Everyday Active" initiative whose aim is to increase participation in sport and physical activity. Grants were available as part of this initiative and The Oaks secured £500 of funding to purchase sports equipment for its learners.

Justgiving - £3,108 – A Justgiving account was created to receive donations for The Oaks Specialist College's "Hit the Road" campaign to purchase and equip a mobile coffee/snack bar for our learners to operate. Donations come in throughout the year on an ad-hoc basis.

Worshipful Company of Information Technologists – Through previous work with the WCIT, one of the College's Trustees facilitated the awarding of a £5,211 grant for the College. The grant was used to purchase Various items of smart and assistive technology for the supported living room in "The Hive" building with £478 unspent at the year end.

The Big Lottery Fund – This organisation offered grants to schools and colleges to help staff and their pupils celebrate the Queen's Silver Jubilee. This was spent on putting together and hosting a day of Jubilee-related activities and celebrations at the college.

Kent Community Foundation – £1,100 - KCCF awarded the college a £1,000 grant to pay for learners' rock-climbing lessons at a local outdoor centre.

19. RESTRICTED FUNDS (continued)

NINEVEH Trust - £2,500 – The Nineveh Trust approved an application from The Oaks for a grant to purchase materials and equipment for constructing outdoor, wooden activity and sensory installations around the college site.

Masonic Charitable Foundation - £1,000 – Through an employee contact at the college, the Masonic Charitable Foundation made a £1,000 donation for the purchase of art materials and equipment for the learners at the college to develop their creative skills.

KCCF - £5,000 & £5,400 – These two grants from KCCF are to fund the expansion and continued support of The Oaks' "Into Employment" programs such as the Supported Internship program which identify, create and maintain employment opportunities for our learners when they leave the college.

A further **£5,000** was also received to subsidise the salaries of the Job Coaches and this was fully spent in the year.

All about Modular - £1,500 - In lieu of providing their own tradespeople and materials to carry-out out snagging work at The Hive, it was agreed a more cost-effective solution was for All About Modular to fund The Oaks' own site staff to carry out the work themselves. The £1,500 was used to purchase materials and pay labour costs.

Tonbridge and Malling BC - £6,000 – A grant application for funding the delivery of workplace-based opportunities for learners with SEND and who are residents of the borough was submitted and approved. The £6,000 payment represents the initial, 20% instalment of the grant.

The Careers and Enterprise Company - The college's Careers Lead applied for some additional funding to purchase DIY tools and decorating materials to support learners with their various enterprise initiatives.

Department for Work and Pensions - £20,450 – Funding was received by the Department for Work and Pensions to support five learners to start or stay in work. The funding received was provided to cover the transport and Job Coach Support costs.

BNY Mellon – £2,275 - Volunteers from BNY Mellon have been supporting staff and learners at The Oaks through their Community Impact Program. In addition to the knowledge, experience and expertise BNY Mellon volunteers bring to The Oaks, the Program also attracts funding from BNY Mellon. The funding is based on the number of volunteer hours spent at The Oaks and the funds are re-invested in the activities which the Community Impact Program support.

DFE grant - £16,680 - The DfE provided educational provisions with an additional grant for improving the energy efficiency of their buildings. The grant will be put towards replacing in-efficient electrical appliances at the college, such as fan heaters, lighting strips and water heaters, with more energy-efficient alternatives.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

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

	Year Ended 31.7.23 £	Year Ended 31.7.22 £
Net income for the reporting period (as per the Statement of Financial Activities)	**731,442**	419,816
Adjustments for:		
Depreciation charges	**193,933**	155,363
Interest received	**-**	(3,154)
Interest paid	**-**	259
Interest element of hire purchase and finance lease rental payments	**33,353**	46,379
Decrease/(Increase) in debtors	**(13,897)**	(28,168)
Increase in creditors	**30,280**	19,649
Net cash provided by operations	**975,111**	610,144

21. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.22 £	Cash flow £	At 31.7.23 £
Net cash			
Cash at bank and in hand	**1,072,617**	604,476	**1,677,093**
	1,072,617	604,476	**1,677,093**
Debt			
Finance leases	**(648,021)**	297,361	**(350,660)**
	(648,021)	297,361	**(350,660)**
Total	**424,596**	901,837	**1,326,433**

22. RELATED PARTY TRANSACTIONS

During the prior year the charity received a grant totalling £5,211 from The Worshipful Company of Information Technologists' Charity, a charity which Richard Pone is a trustee.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales - Charity number 1187919

Accounts

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2022

	Page
Report of the Trustees	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Financial Statements	15 to 27
Detailed Statement of Financial Activities	28 to 29

REPORT OF THE TRUSTEES
For The Year Ended 31 July 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2021 to 31 July 2022. This report is also the directors' report. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain new skills, knowledge and behaviours that develop them, and lead to them each being exceptionally well prepared for their next steps into adulthood and a positive, meaningful and productive long term future.

b. Objectives

To act as a resource for young people between ages 18 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the South East of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

c. Main Activities

The Charity traded during the reporting period as "The Oaks Specialist College", and operates as a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

Individualised study programmes based around the Preparation for Adulthood (PfA) framework are tailored to respond to the needs of each of our young people to support their continued learning, personal & skills development and to work towards the outcomes identified in their Education, Health and Care Plans (EHCPs). These include providing high aspiration and challenge underpinned by appropriate, targeted support and interventions such as speech and language therapy, occupational therapy, physiotherapy and bespoke therapies.

Learners:
- Follow personalised timetables that include the four strands from the PfA framework that focus on developing skills in Employment, Independent living skills, Friends, Relationships and Community, and Good Health
- Participate in an effective careers programme that offers impartial advice, experience and contact with employers to encourage an open mind and enable learners to make positive and realistic choices
- Develop an understanding of what they need to do in order to reach and succeed in their chosen vocation, career, volunteering, community & living options

- Engage in a broad tutorial and Personal, Social, Health and Economic (PSHE) programme that promotes emotional wellbeing, keeping safe and healthy, social media, relationships and alcohol and drugs awareness
- Develop the understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance
- Develop an understanding of their own health and wellbeing needs and are encouraged to recognise and respond appropriately.

In addition the College provides:

- A bespoke curriculum that has a sensory approach used to ensure that learners with complex high needs progress their life skills and develop greater independence. Partnership and collaboration with adult social care is established from day one, to promote forward planning and ensure subsequent effective transition to appropriate life and living opportunities
- A blended model for five or six slightly older learners – with a personalised offer in the specifically fitted out area that goes beyond "academic" and vocational education and tapers toward full transfer for these young adults into social care provision/supported living
- Fully equipped and working café and mini Tesco – providing in-house work experience and transferable learning opportunities plus social space (including community use)
- Digital learning and use of assistive technology and apps to enable learners to engage, learn, adapt and function effectively in real world settings of all kinds

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the ESFA. For the financial period of this report, Element 1 was £6,145 per learner, per academic year.
- Element two and three and paid by the local authority commissioning the learner's place at College. (Element two is then reclaimed from the ESFA by the local authority (LA)).
- Elements two and three are calculated individually by the ESFA and the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £12,000 to £41,000 per academic year.

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

As of 1st September 2021 the operating name has been changed to "The Oaks Specialist College" (the company had been trading as "Oakley College"). The formal company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key operational decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Head of College, supported by a College Business Manager, Development Manager and Project & Fundraising Manager, plus a site team. The Chief Executive (Gordon Tillman) and Head of College (Ros Leach) report to and are accountable to the Board of Trustees. Phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Head of College.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charities Commission.

The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves are more than halfway towards the plan to achieve a 6 month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

The Oaks Specialist College had 96 learners with high needs during the reporting period, which consisted of 71 (of 73) retained from the 2020/21 year and a net new 25 learners. We expect this to increase again to about 112 FTE for the reporting year 2022/23.

Service Provision

As per the name, the charity is highly focused on skills for independence and employability.

Embedding skills for independence is a core component of the day-to-day curriculum. Learners also benefited during the year from a number of away days, trips and offsite residential stays designed to embed those independence skills.

Our program "Into Employment" is fully embedded into the curriculum across the college. Trustees were pleased to see during the reporting period of the placement of 9.4% of learners into fully paid employment - 37% higher than the 5.9% nationally of young people with special educational needs. A further 62% of learners benefited from work placements.

Employment and work placement outcomes benefited from innovative programs such as the Reverse Jobs Fair where a number of local and national companies came to the college to meet and engage with learners.

The charity is succeeding in improving outcomes for our learners and exceeding national averages.

Facilities

The Oaks Specialist College remains at the site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds.

Trustees have agreed that the practical limit of the premises is about 95 full time equivalent learners plus staff. Given that some learners attend college for two or three days per week, this allows a greater number of learners to attend and benefit when allocated days over time.

Trustees were pleased to see the opening as planned in Nov 2021 of a new modular building (The Hive) next to the existing building. The Hive provides accommodation for supported living for young adult LLDDs, and enhanced meeting space for job fairs.

There remains an open 'Change of use' planning application of the on-site café so it can be used by community groups and the public. An initial assessment was completed, and modifications are in progress.

Covid 19

Appropriate precautions remained in place during the reporting period and a dynamic Covid risk assessment has been in place since the outset – for the organisation and for especially vulnerable learners.

The trustees again thank the management and staff for their efforts to ensure the safety of all learners and in continuing to provide a high level of service both in person and virtually - ensuring the Charity met the needs and expectations of our young people and their families.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements, and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 3-month period, and will seek to increase this to at least 6 months operating costs.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £252,132. Per the reserves policy above the initial 3 months operating costs target is £451,325 (as per total expenditure in the reporting period below). The charity continues to build on those reserves over time to achieve the reserves policy target.

At the year end, the charity held total funds of £1,794,586 (2021: £1,374,770) of which unrestricted general funds were £1,685,617 (2022: £1,229,724) and restricted funds were £108,969 (2020: £145,046).

c. Financial Summary

In the year ended 31 July 2022 the Charity reported total income as £2,435,003 vs £1,964,243 in the previous financial year. Total expenditure was £2,015,187 vs £1,431,801 in the previous financial year. Of the total spend, expenditure on charitable activities was £1,968,808. Increases in income align to funding from the increase in learners. Increases in expenditure align to the new facilities and expanded teaching and support staff to service the increase in learners.

d. Staff Remuneration

Salaries are set by referencing pay-scales against our industry's current set of salary benchmarking data - ensuring they remain competitive to help with staff retention, whilst being mindful of the charity's ethos, aims and objectives.

d. Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

Key risks areas include:

Governance risks which are managed by Trustee recruitment procedures and training; disclosure of conflicts of interest; appointment of suitably qualified staff; regular trustee board meetings; specific responsibility areas for Trustees on Safeguarding, Finance, and IT; and appointment and oversight of a qualified management team and organisational structure.

Operational risks which are managed by assigned safeguarding leads and safeguarding oversight; documented internal policies, processes and procedures; appropriate business management and contract reviews; resilient IT systems and data storage; robust HR planning, hiring procedures and professional development; and appropriate insurance coverage of assets.

Financial risks which are managed by maintaining appropriate cash reserves; regular reporting and review of financial planning and performance; and external audits.

External risks which are managed by monitoring of demographic changes, size of potential learners, and demand for placements; monitoring of government policy changes and funding models; and close engagement and communication with community partners and stakeholders.

Compliance risks which are managed by regular review of Department of Education, Ofsted and other requirements; planning for compliance and inspection; and ensuring access to appropriate professional advice.

PLANS FOR FUTURE PERIODS

Of our 4 key strategic objectives from 2020 through 2024 we have made significant progress towards the design and build accommodation for supported living for young adult LLDDs, and in creating a digital learning platform specifically designed to be accessed and used by 19-25 LLDDs.

The plan will continue to build on these successes and our strategy thus remains to:

1. Build on our Microsoft Showcase successes. We aim to create digital learning opportunities and apps that are accessible to 19-25 LLDDs to promote age-appropriate accessible learning in English and Maths. This will increase employability and reduce those not in employment, education of further training (NEET) when they leave College.
2. Actively seek ways forward to design and build "move-on" accommodation within the grounds of The Oaks and to meet the clear demand that there is for this. This will enable more young adults with learning difficulties to make the transition to living as independently as possible within their local community.
3. Develop Outreach services to share our expertise and knowledge to support learners and staff in general Further Education settings.
4. Replicate our model of provision elsewhere in the Southeast region –to meet the needs of a greater number of 19-25 LLDDs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
Oakley College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
David Carter

Directors
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
John Spavins
David Carter

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Report of the trustees approved by order of the board of trustees, as the company directors, on 28/03/2023 and signed on the board's behalf by:

.....
Trustee – Simon Harris

Opinion
We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 UK, including the FRC'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 12 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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper 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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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:

- Income in the year is mainly in the form of funding based on set criteria. The audit work performed included the verification of all material income to original agreements as well as an assessment of the charity's entitlement;
- Bank transactions in the year were of a consistent nature, relating to grant income, supplier payments and salaries. All material movements were looked at individually to help gain assurance that material instances of fraud would have been identified;
- Due to the simple nature of operations, the risks of irregularities (and risk of unidentified irregularities) is low;
- The laws and regulations applicable for this entity have been identified and considered when carrying out the audit;
- The competency and capabilities of the audit team identifying or recognising non-compliance with laws and regulations have been considered;
- Consideration was given as to whether there were areas of the financial statements particularly susceptible to fraud;
- Minutes of meetings of those charged with governance have been reviewed and nothing was noted that would indicate material misstatements due to fraud;
- The risk of management override of controls has been considered and the audit work in relation to this included the review of material accounting journals and other adjustments to assess that they were appropriate and in line with the normal course of the charity's activities.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 auditor's 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul R. Chewter (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 28/03/23

Note:

The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2022

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/22	31/07/21	**31/07/22**	31/07/21	**31/07/22**	31/07/21
		£	£	**£**	£	**£**	£
Income from:							
Donations, funding and grants	**2**	**2,268,727**	1,887,773	**151,490**	72,406	**2,420,217**	1,960,179
Other trading activities	**3**	**1,132**	1,793	**-**	-	**1,132**	1,793
Investments	**4**	**13,654**	2,271	**-**	-	**13,654**	2,271
Total incoming resources		**2,283,513**	1,891,837	**151,490**	72,406	**2,435,003**	1,964,243
Expenditure on:							
Charitable activities	**5**	**1,829,355**	1,350,360	**139,453**	59,568	**1,968,808**	1,409,928
Finance charges	**10**	**46,379**	21,873	**-**	-	**46,379**	21,873
Total expenditure		**1,875,734**	1,372,233	**139,453**	59,568	**2,015,187**	1,431,801
Net income/(expenditure)		**407,779**	519,604	**12,037**	12,838	**419,816**	532,442
Transfers between funds		**48,114**	45,474	**(48,114)**	(45,474)	**-**	-
Net movement in funds		**455,893**	565,078	**(36,077)**	(32,636)	**419,816**	532,442
Reconciliation of funds:							
Total funds brought forward		**1,229,724**	664,646	**145,046**	177,682	**1,374,770**	842,328
Total funds carried forward		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - REGISTERED NUMBER 11901504

BALANCE SHEET
For The Year Ended 31 July 2022

	Note	Unrestricted Funds 31/07/22 £	Unrestricted Funds 31/07/21 £	Restricted Funds 31/07/22 £	Restricted Funds 31/07/21 £	Total Funds 31/07/22 £	Total Funds 31/07/21 £
FIXED ASSETS							
Tangible assets	11	**1,433,485**	628,097	-	-	**1,433,485**	628,097
CURRENT ASSETS							
Debtors	12	**31,918**	3,750	-	-	**31,918**	3,750
Cash at bank and in hand		**963,648**	759,640	**108,969**	145,046	**1,072,617**	904,686
		995,566	763,390	**108,969**	145,046	**1,104,535**	908,436
CREDITORS							
Amounts falling due within one year	13	**(392,774)**	(126,900)	-	-	**(392,774)**	(126,900)
NET CURRENT ASSETS		**602,792**	636,490	**108,969**	145,046	**711,761**	781,536
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,036,277**	1,264,587	**108,969**	145,046	**2,145,246**	1,409,633
CREDITORS							
Amounts falling due after more than one year	14	**(350,660)**	(34,863)	-	-	**(350,660)**	(34,863)
NET ASSETS		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770
FUNDS	17						
Unrestricted funds		**1,685,617**	1,229,724	-	-	**1,685,617**	1,229,724
Restricted funds		-	-	**108,969**	145,046	**108,969**	145,046
TOTAL FUNDS		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

The financial statements were approved by the Board of Trustees and authorised for issue on ..... 28/03/2023 ..... and were signed on its behalf by:

.....
Trustee - Simon Harris

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CASH FLOW STATEMENT
For The Year Ended 31 July 2022

	Notes	Year Ended 31.7.22 £	Year Ended 31.7.21 £
Cash flows from operating activities			
Cash generated from operations	19	**610,144**	542,679
Interest paid		**(259)**	-
Interest element of hire purchase payments paid		**(46,379)**	(21,873)
Net cash provided by operating activities		**563,506**	520,806
Cash flows from investing activities			
Purchase of tangible fixed assets		**(960,751)**	(222,064)
Sale of tangible fixed assets		**-**	3,950
Sale of fixed asset investments		**-**	1
Interest received		**3,154**	2,271
Net cash used in investing activities		**(957,597)**	(215,842)
Cash flows from financing activities			
Capital repayments in year		**562,022**	(41,938)
Net cash (used in)/provided by financing activities		**562,022**	(41,938)
Change in cash and cash equivalents in the reporting period		**167,931**	263,026
Cash and cash equivalents at the beginning of the reporting period		**904,686**	641,660
Cash and cash equivalents at the end of the reporting period		**1,072,617**	904,686

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 6 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end the charity has again increased its activity in terms of grant funding, increased student and staff numbers as well as building a new, two storey modular building on its site to allow it to better serve more young people in the local community. The college remains oversubscribed, with EHCP data from Local Authorities giving a clear indication that the demand for provisions such as The Oaks will continue to increase over the coming years.

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

Funding and grant income is recognised in the Statement of Financial Activities under the performance model.

Income from government grants and local authorities is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

In addition to the above in Autumn 2019 the company expanded its offering by providing a high needs facility on the site of a previous Special Education Needs provision (Nexus School).

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

2. DONATIONS, FUNDINGS AND GRANTS

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Donations	**3,095**	1,154	**22,652**	12,040	**25,747**	13,194
Core government grants	**2,225,614**	1,817,965	**-**	-	**2,225,614**	1,817,965
Other government grants	**40,018**	68,654	**94,519**	5,166	**134,537**	73,820
Other grants	**-**	-	**34,319**	55,200	**34,319**	55,200
Total	**2,268,727**	1,887,773	**151,490**	72,406	**2,420,217**	1,960,179

3. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Fundraising events	**1,132**	1,793	**-**	-	**1,132**	1,793
Total	**1,132**	1,793	**-**	-	**1,132**	1,793

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Rents received	**10,500**	-	**-**	-	**10,500**	-
Deposit account interest	**3,154**	2,271	**-**	-	**3,154**	2,271
Total	**13,654**	2,271	**-**	-	**13,654**	2,271

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Employment costs	**1,372,072**	959,180	**-**	-	**1,372,072**	959,180
Learning resources	**7,791**	7,892	**-**	-	**7,791**	7,892
Other school running costs	**405,436**	330,919	**44,056**	52,369	**449,492**	383,288
Total	**1,785,299**	1,297,991	**44,056**	52,369	**1,829,355**	1,350,360

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Employment costs	-	-	-	-	-	-
Learning resources	-	-	-	-	-	-
Other school running costs	**139,453**	59,568	-	-	**139,453**	59,568
Total	**139,453**	59,568	-	-	**139,453**	59,568

6. ANALYSIS OF SUPPORT COSTS

	Raising Funds		Charitable Activities		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
External audit	-	-	**7,860**	7,860	**7,860**	7,860
Legal and professional fees	-	-	**18,771**	24,923	**18,771**	24,923
Staff training	-	-	**6,535**	9,962	**6,535**	9,962
Accountancy	-		**10,890**	9,624	**10,890**	9,624
Total	-	-	**44,056**	52,369	**44,056**	52,369

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2022 nor the year ended 31 July 2021.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 July 2022 nor the year ended 31 July 2021.

8. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year Ended 31.7.22	Year Ended 31.7.21
	£	£
Wages and salaries	**1,119,153**	799,490
Social security costs	**98,380**	58,133
Other pension costs	**154,539**	101,557
	1,372,072	959,180

The average monthly number of employees during the year was as follows:

	Year Ended 31.7.22	Year ended 31.7.21
	51	38

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

	Year Ended 31.7.22	Year ended 31.7.21
	38	27

The total employment benefits including employer pension contributions of the key management personnel were £375,862 (2021: £399,742)

No employees received emoluments in excess of £60,000.

9. AUDITOR'S REMUNERATION

The auditor's remuneration of £7,860 (2021:£7,860) related solely to the audit with additional work being undertaken of £10,890 (2021: £9,624) in relation to other accountancy services.

10. FINANCE CHARGES

	2022	2021
	£	£
Hire purchase interest	**46,379**	21,873

11. TANGIBLE FIXED ASSETS

	Improvements to property £	College equipment £	Totals £
COST			
At 1 August 2021	**644,704**	**63,588**	**708,292**
Additions	**917,646**	**43,105**	**960,751**
At 31 July 2022	**1,562,350**	**106,693**	**1,669,043**
DEPRECIATION			
At 1 August 2021	**58,280**	**21,915**	**80,195**
Charge for year	**136,377**	**18,986**	**155,363**
At 31 July 2022	**194,657**	**40,901**	**235,558**
NET BOOK VALUE			
At 31 July 2022	**1,367,693**	**65,792**	**1,433,485**
At 31 July 2021	586,424	41,673	628,097

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	**7,966**	-
Other debtors	**3,750**	3,750
Prepayments	**20,202**	-
	31,918	3,750

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Hire purchase (see note 15)	**297,361**	51,136
Trade creditors	**33,260**	12,651
Social security and other taxes	**82**	16,609
Other creditors	**8,388**	13,904
Accruals and deferred income	**53,683**	32,600
	392,774	126,900

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Hire purchase (see note 15)	**350,660**	34,863

15. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2022	2021
	£	£
Net obligations repayable:		
Within one year	**297,361**	51,136
Between one and five years	**350,660**	34,863
	648,021	85,999

16. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2022	2021
	£	£
Net obligations repayable:		
Within one year	217,966	159,757
Between one and five years	304,350	286,866
	522,316	446,623

17. MOVEMENT IN FUNDS

	At 1.8.21 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General fund	**1,229,724**	**455,893**	**1,685,617**
Restricted funds			
Restricted fund	**145,046**	**(36,077)**	**108,969**
TOTAL FUNDS	**1,374,770**	**419,816**	**1,794,586**

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

	Incoming resources £	Resources expended / transfers £	Movement in funds £
Unrestricted funds			
General fund	**2,283,513**	**(1,827,620)**	**455,893**
Restricted funds			
Restricted fund	**151,490**	**(187,567)**	**(36,077)**
TOTAL FUNDS	**2,435,003**	**(2,015,187)**	**419,816**

Comparatives for movement in funds

	Net movement in funds £	At 31.7.21 £
Unrestricted funds		
General fund	565,078	1,229,724
Restricted funds		
Restricted fund	(32,636)	145,046
TOTAL FUNDS	532,442	1,374,770

17. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,891,837	(1,326,759)	565,078
Restricted funds			
Restricted fund	72,406	(105,042)	(32,636)
TOTAL FUNDS	1,964,243	(1,431,801)	532,442

18. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2021	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 July 2022**
	£	£	£	£	£
Colyer Ferguson	45,910	7,590	(51,320)	-	**2,180**
Free school meals	7,167	8,366	(4,975)	-	**10,558**
KCC (Building improvements)	85,999	25,000	(63,811)	(22,426)	**24,762**
Kickstart Scheme	-	12,129	(12,129)	-	**-**
3H	250	5,467	(250)	-	**5,467**
Kent Community Foundation	1,430	-	(1,430)	-	**-**
Asda Foundation	2,000	-	(2,000)	-	**-**
Royal Botanical Gardens	500	-	(300)	-	**200**
Kent Active	500	-	-	-	**500**
Justgiving	1,290	6,208	(60)	(7,300)	**138**
Worshipful Company of Information Technologists	-	5,211	(636)	(3,846)	**729**
The Big Lottery Fund	-	4,766	(2,484)	-	**2,282**
Kent Community Foundation	-	9,600	(58)	(9,542)	**-**
The Careers and Enterprise Company	-	1,000	-	-	**1,000**
Wooden Spoon Society	-	5,000	-	(5,000)	**-**
Department for Education	-	61,153	-	-	**61,153**
	145,046	151,490	(139,453)	(48,114)	**108,969**

18. RESTRICTED FUNDS (continued)

Colyer Ferguson – A Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend 12 one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Free school meals – The College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provides funding based on this calculation plus an additional 5% to cover administration costs.

KCC (Building Improvements) – In Autumn 2019 Oakley College occupied new premises which was part funded by Kent County Council. The amount of funding provided was based on quotes from the building contractors involved on the project. The remaining restricted balance relates to lease obligations totalling £85,999.

3H – The 3H Foundation is a local charity set-up 45 years ago to awards grants that provide respite for people with disabilities and their carers. Two, £250 grants to fund local theatre trips were applied for and approved. However, only one trip has so far taken place because of the Covid pandemic.

Kent Community Foundation (KCF) – KCF is one of 47 Community Foundations across the UK who are committed to improving the lives of local people and communities, particularly the vulnerable, isolated, and disadvantaged. KCF have awarded two grants to The Oaks Specialist College; one for the purchase of IT, video and sports equipment and the other towards the purchase of a polytunnel and workshop.

Asda Foundation - This is an independent charity whose mission is to transform communities and improve lives throughout the UK. The Oaks was awarded a £2,000 grant to part-fund the purchase of a polytunnel and workshop.

Royal Botanical Gardens Kew – Kew runs an outreach initiative called "Grow Wild" aimed at encouraging millions of people to enjoy and value wildflowers and fungi. As part of this initiative, schools and college were invited to apply for a £500 grant to run gardening projects with their students.

Kent Active – KentSport in association with SportEngland runs an "Everyday Active" initiative whose aim is to increase participation in sport and physical activity. Grants were available as part of this initiative and The Oaks secured £500 of funding to purchase sports equipment for its learners.

Just Giving – A JustGiving account was created to receive donations for The Oaks Specialist College's "Hit the Road" campaign to purchase and equip a mobile coffee/snack bar for our learners to operate. Donations come in throughout the year on an ad-hoc basis.

Sevenoaks District Council (SDC) – The Oaks Specialist College participates in the Government's "Kick Start" scheme and has employed two candidates through this scheme. SDC initially provided grants to support the training and development of the two candidates plus ongoing funding to cover the candidates' salary costs.

Worshipful Company of Information Technologists – Through previous work with the WCIT, one of the College's Trustees facilitated the awarding of a £5,211 grant for the College. The grant was used to purchase Various items of smart and assistive technology for the supported living room in "The Hive" building.

18. RESTRICTED FUNDS (continued)

The Big Lottery Fund – This organisation offered grants to schools and colleges to help staff and their pupils celebrate the Queen's Silver Jubilee. The Oaks applied and was successful in securing a grant of £4,766. This was spent on putting together and hosting a day of Jubilee-related activities and celebrations at the college.

The Careers and Enterprise Company – The college's Careers Lead applied for some additional funding to purchase DIY tools and decorating materials to support learners with their various enterprise initiatives.

Wooden Spoon Society – The Wooden Spoon Society provided the college with a £5,000 grant to purchase outdoor gym equipment for the benefit of both learners and staff.

Department for Education – The college receives annual grants from the DfE for the specific purpose of maintaining and improving the condition of the college buildings.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

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

	Year Ended 31.7.22 £	Year Ended 31.7.21 £
Net income for the reporting period (as per the Statement of Financial Activities)	**419,816**	532,422
Adjustments for:		
Depreciation charges	**155,363**	73,132
Profit on disposal of fixed assets	**-**	(1,096)
Interest received	**(3,154)**	(2,271)
Interest paid	**259**	-
Interest element of hire purchase and finance lease rental payments	**46,379**	21,873
(Increase)/Decrease in debtors	**(28,168)**	9,214
Increase/(Decrease) in creditors	**19,649**	(90,615)
Net cash provided by operations	**610,144**	542,679

20. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.21	Cash flow	At 31.7.22
	£	£	£
Net cash			
Cash at bank and in hand	**904,686**	167,931	**1,072,617**
	904,686	167,931	**1,072,617**
Debt			
Finance leases	**(85,999)**	(562,022)	**(648,021)**
	(85,999)	(562,022)	**(648,021)**
Total	**818,687**	(394,091)	**424,596**

21. RELATED PARTY TRANSACTIONS

During the year the charity received a grant totalling £5,211 (2021: £nil) from The Worshipful Company of Information Technologists' Charity, a charity which Richard Pone is a trustee.

INCOME AND ENDOWMENTS

Donations, funding and grants

	31/07/2022	31/07/2021
	£	£
Donations	**25,747**	13,194
Funding and grants	**2,394,470**	1,946,985
	2,420,217	1,960,179
Other trading activities		
Fundraising events	**1,132**	1,793
Investment income		
Rents received	**10,500**	-
Deposit account interest	**3,154**	2,271
	13,654	2,271
Total incoming resources	**2,435,003**	1,964,243

EXPENDITURE

Charitable activities		
Wages	**1,119,153**	799,490
Social security costs	**98,380**	58,133
Pension costs	**154,539**	101,557
Staff welfare	**5,810**	8,949
Other operating leases	**149,722**	126,572
Rates and water	**5,131**	7,174
Insurance	**21,918**	13,297
Light and heat	**14,370**	19,516
Sundries	**1,304**	737
Repairs & renewals	**24,258**	13,097
Cleaning	**38,027**	35,999
Learning resources	**7,791**	8,135
College trips	**8,634**	2,965
Catering	**5,831**	2,397
Staff training & subscriptions	**6,535**	9,962
Training for students	**-**	2,267
Premises rent	**37,083**	24,371
Telephone	**4,963**	5,665
Postage and stationery	**9,402**	7,660
Depreciation of tangible fixed assets	**155,363**	73,132
Profit on disposal of fixed assets	**-**	(1,096)
Computer expenses	**34,724**	28,873

Charitable activities continued		
Travel	**20,583**	18,669
Advertising	**1,831**	-
Bank charges	**543**	-
Legal and professional fees	**24,163**	24,923
Audit and accountancy	**18,750**	17,484
	1,968,808	1,409,928
Finance charges		
Hire purchase interest	**46,379**	21,873
Total resources expended	**2,015,187**	1,431,801
Net surplus	**419,816**	532,442

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2022

	Page
Report of the Trustees	1 to 8
Report of the Independent Auditors	9 to 11
Statement of Financial Activities	12
Balance Sheet	13
Cash Flow Statement	14
Notes to the Financial Statements	15 to 27
Detailed Statement of Financial Activities	28 to 29

REPORT OF THE TRUSTEES
For The Year Ended 31 July 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2021 to 31 July 2022. This report is also the directors' report. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain new skills, knowledge and behaviours that develop them, and lead to them each being exceptionally well prepared for their next steps into adulthood and a positive, meaningful and productive long term future.

b. Objectives

To act as a resource for young people between ages 18 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the South East of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

c. Main Activities

The Charity traded during the reporting period as "The Oaks Specialist College", and operates as a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

Individualised study programmes based around the Preparation for Adulthood (PfA) framework are tailored to respond to the needs of each of our young people to support their continued learning, personal & skills development and to work towards the outcomes identified in their Education, Health and Care Plans (EHCPs). These include providing high aspiration and challenge underpinned by appropriate, targeted support and interventions such as speech and language therapy, occupational therapy, physiotherapy and bespoke therapies.

Learners:
- Follow personalised timetables that include the four strands from the PfA framework that focus on developing skills in Employment, Independent living skills, Friends, Relationships and Community, and Good Health
- Participate in an effective careers programme that offers impartial advice, experience and contact with employers to encourage an open mind and enable learners to make positive and realistic choices
- Develop an understanding of what they need to do in order to reach and succeed in their chosen vocation, career, volunteering, community & living options

- Engage in a broad tutorial and Personal, Social, Health and Economic (PSHE) programme that promotes emotional wellbeing, keeping safe and healthy, social media, relationships and alcohol and drugs awareness
- Develop the understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance
- Develop an understanding of their own health and wellbeing needs and are encouraged to recognise and respond appropriately.

In addition the College provides:

- A bespoke curriculum that has a sensory approach used to ensure that learners with complex high needs progress their life skills and develop greater independence. Partnership and collaboration with adult social care is established from day one, to promote forward planning and ensure subsequent effective transition to appropriate life and living opportunities
- A blended model for five or six slightly older learners – with a personalised offer in the specifically fitted out area that goes beyond "academic" and vocational education and tapers toward full transfer for these young adults into social care provision/supported living
- Fully equipped and working café and mini Tesco – providing in-house work experience and transferable learning opportunities plus social space (including community use)
- Digital learning and use of assistive technology and apps to enable learners to engage, learn, adapt and function effectively in real world settings of all kinds

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the ESFA. For the financial period of this report, Element 1 was £6,145 per learner, per academic year.
- Element two and three and paid by the local authority commissioning the learner's place at College. (Element two is then reclaimed from the ESFA by the local authority (LA)).
- Elements two and three are calculated individually by the ESFA and the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £12,000 to £41,000 per academic year.

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

As of 1st September 2021 the operating name has been changed to "The Oaks Specialist College" (the company had been trading as "Oakley College"). The formal company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key operational decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Head of College, supported by a College Business Manager, Development Manager and Project & Fundraising Manager, plus a site team. The Chief Executive (Gordon Tillman) and Head of College (Ros Leach) report to and are accountable to the Board of Trustees. Phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Head of College.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charities Commission.

The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves are more than halfway towards the plan to achieve a 6 month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

The Oaks Specialist College had 96 learners with high needs during the reporting period, which consisted of 71 (of 73) retained from the 2020/21 year and a net new 25 learners. We expect this to increase again to about 112 FTE for the reporting year 2022/23.

Service Provision

As per the name, the charity is highly focused on skills for independence and employability.

Embedding skills for independence is a core component of the day-to-day curriculum. Learners also benefited during the year from a number of away days, trips and offsite residential stays designed to embed those independence skills.

Our program "Into Employment" is fully embedded into the curriculum across the college. Trustees were pleased to see during the reporting period of the placement of 9.4% of learners into fully paid employment - 37% higher than the 5.9% nationally of young people with special educational needs. A further 62% of learners benefited from work placements.

Employment and work placement outcomes benefited from innovative programs such as the Reverse Jobs Fair where a number of local and national companies came to the college to meet and engage with learners.

The charity is succeeding in improving outcomes for our learners and exceeding national averages.

Facilities

The Oaks Specialist College remains at the site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds.

Trustees have agreed that the practical limit of the premises is about 95 full time equivalent learners plus staff. Given that some learners attend college for two or three days per week, this allows a greater number of learners to attend and benefit when allocated days over time.

Trustees were pleased to see the opening as planned in Nov 2021 of a new modular building (The Hive) next to the existing building. The Hive provides accommodation for supported living for young adult LLDDs, and enhanced meeting space for job fairs.

There remains an open 'Change of use' planning application of the on-site café so it can be used by community groups and the public. An initial assessment was completed, and modifications are in progress.

Covid 19

Appropriate precautions remained in place during the reporting period and a dynamic Covid risk assessment has been in place since the outset – for the organisation and for especially vulnerable learners.

The trustees again thank the management and staff for their efforts to ensure the safety of all learners and in continuing to provide a high level of service both in person and virtually - ensuring the Charity met the needs and expectations of our young people and their families.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements, and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 3-month period, and will seek to increase this to at least 6 months operating costs.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £252,132. Per the reserves policy above the initial 3 months operating costs target is £451,325 (as per total expenditure in the reporting period below). The charity continues to build on those reserves over time to achieve the reserves policy target.

At the year end, the charity held total funds of £1,794,586 (2021: £1,374,770) of which unrestricted general funds were £1,685,617 (2022: £1,229,724) and restricted funds were £108,969 (2020: £145,046).

c. Financial Summary

In the year ended 31 July 2022 the Charity reported total income as £2,435,003 vs £1,964,243 in the previous financial year. Total expenditure was £2,015,187 vs £1,431,801 in the previous financial year. Of the total spend, expenditure on charitable activities was £1,968,808. Increases in income align to funding from the increase in learners. Increases in expenditure align to the new facilities and expanded teaching and support staff to service the increase in learners.

d. Staff Remuneration

Salaries are set by referencing pay-scales against our industry's current set of salary benchmarking data - ensuring they remain competitive to help with staff retention, whilst being mindful of the charity's ethos, aims and objectives.

d. Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

Key risks areas include:

Governance risks which are managed by Trustee recruitment procedures and training; disclosure of conflicts of interest; appointment of suitably qualified staff; regular trustee board meetings; specific responsibility areas for Trustees on Safeguarding, Finance, and IT; and appointment and oversight of a qualified management team and organisational structure.

Operational risks which are managed by assigned safeguarding leads and safeguarding oversight; documented internal policies, processes and procedures; appropriate business management and contract reviews; resilient IT systems and data storage; robust HR planning, hiring procedures and professional development; and appropriate insurance coverage of assets.

Financial risks which are managed by maintaining appropriate cash reserves; regular reporting and review of financial planning and performance; and external audits.

External risks which are managed by monitoring of demographic changes, size of potential learners, and demand for placements; monitoring of government policy changes and funding models; and close engagement and communication with community partners and stakeholders.

Compliance risks which are managed by regular review of Department of Education, Ofsted and other requirements; planning for compliance and inspection; and ensuring access to appropriate professional advice.

PLANS FOR FUTURE PERIODS

Of our 4 key strategic objectives from 2020 through 2024 we have made significant progress towards the design and build accommodation for supported living for young adult LLDDs, and in creating a digital learning platform specifically designed to be accessed and used by 19-25 LLDDs.

The plan will continue to build on these successes and our strategy thus remains to:

1. Build on our Microsoft Showcase successes. We aim to create digital learning opportunities and apps that are accessible to 19-25 LLDDs to promote age-appropriate accessible learning in English and Maths. This will increase employability and reduce those not in employment, education of further training (NEET) when they leave College.
2. Actively seek ways forward to design and build "move-on" accommodation within the grounds of The Oaks and to meet the clear demand that there is for this. This will enable more young adults with learning difficulties to make the transition to living as independently as possible within their local community.
3. Develop Outreach services to share our expertise and knowledge to support learners and staff in general Further Education settings.
4. Replicate our model of provision elsewhere in the Southeast region –to meet the needs of a greater number of 19-25 LLDDs.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
Oakley College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
David Carter

Directors
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
John Spavins
David Carter

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

This report has been prepared in accordance with the provisions applicable to small companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Report of the trustees approved by order of the board of trustees, as the company directors, on 28/03/2023 and signed on the board's behalf by:

.....
Trustee – Simon Harris

Opinion
We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 UK, including the FRC'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 12 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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper 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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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:

- Income in the year is mainly in the form of funding based on set criteria. The audit work performed included the verification of all material income to original agreements as well as an assessment of the charity's entitlement;
- Bank transactions in the year were of a consistent nature, relating to grant income, supplier payments and salaries. All material movements were looked at individually to help gain assurance that material instances of fraud would have been identified;
- Due to the simple nature of operations, the risks of irregularities (and risk of unidentified irregularities) is low;
- The laws and regulations applicable for this entity have been identified and considered when carrying out the audit;
- The competency and capabilities of the audit team identifying or recognising non-compliance with laws and regulations have been considered;
- Consideration was given as to whether there were areas of the financial statements particularly susceptible to fraud;
- Minutes of meetings of those charged with governance have been reviewed and nothing was noted that would indicate material misstatements due to fraud;
- The risk of management override of controls has been considered and the audit work in relation to this included the review of material accounting journals and other adjustments to assess that they were appropriate and in line with the normal course of the charity's activities.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 auditor's 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul R. Chewter (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 28/03/23

Note:

The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2022

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/22	31/07/21	**31/07/22**	31/07/21	**31/07/22**	31/07/21
		£	£	**£**	£	**£**	£
Income from:							
Donations, funding and grants	**2**	**2,268,727**	1,887,773	**151,490**	72,406	**2,420,217**	1,960,179
Other trading activities	**3**	**1,132**	1,793	**-**	-	**1,132**	1,793
Investments	**4**	**13,654**	2,271	**-**	-	**13,654**	2,271
Total incoming resources		**2,283,513**	1,891,837	**151,490**	72,406	**2,435,003**	1,964,243
Expenditure on:							
Charitable activities	**5**	**1,829,355**	1,350,360	**139,453**	59,568	**1,968,808**	1,409,928
Finance charges	**10**	**46,379**	21,873	**-**	-	**46,379**	21,873
Total expenditure		**1,875,734**	1,372,233	**139,453**	59,568	**2,015,187**	1,431,801
Net income/(expenditure)		**407,779**	519,604	**12,037**	12,838	**419,816**	532,442
Transfers between funds		**48,114**	45,474	**(48,114)**	(45,474)	**-**	-
Net movement in funds		**455,893**	565,078	**(36,077)**	(32,636)	**419,816**	532,442
Reconciliation of funds:							
Total funds brought forward		**1,229,724**	664,646	**145,046**	177,682	**1,374,770**	842,328
Total funds carried forward		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - REGISTERED NUMBER 11901504

BALANCE SHEET
For The Year Ended 31 July 2022

	Note	Unrestricted Funds 31/07/22 £	Unrestricted Funds 31/07/21 £	Restricted Funds 31/07/22 £	Restricted Funds 31/07/21 £	Total Funds 31/07/22 £	Total Funds 31/07/21 £
FIXED ASSETS							
Tangible assets	11	**1,433,485**	628,097	-	-	**1,433,485**	628,097
CURRENT ASSETS							
Debtors	12	**31,918**	3,750	-	-	**31,918**	3,750
Cash at bank and in hand		**963,648**	759,640	**108,969**	145,046	**1,072,617**	904,686
		995,566	763,390	**108,969**	145,046	**1,104,535**	908,436
CREDITORS							
Amounts falling due within one year	13	**(392,774)**	(126,900)	-	-	**(392,774)**	(126,900)
NET CURRENT ASSETS		**602,792**	636,490	**108,969**	145,046	**711,761**	781,536
TOTAL ASSETS LESS CURRENT LIABILITIES		**2,036,277**	1,264,587	**108,969**	145,046	**2,145,246**	1,409,633
CREDITORS							
Amounts falling due after more than one year	14	**(350,660)**	(34,863)	-	-	**(350,660)**	(34,863)
NET ASSETS		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770
FUNDS	17						
Unrestricted funds		**1,685,617**	1,229,724	-	-	**1,685,617**	1,229,724
Restricted funds		-	-	**108,969**	145,046	**108,969**	145,046
TOTAL FUNDS		**1,685,617**	1,229,724	**108,969**	145,046	**1,794,586**	1,374,770

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

The financial statements were approved by the Board of Trustees and authorised for issue on ..... 28/03/2023 ..... and were signed on its behalf by:

.....
Trustee - Simon Harris

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CASH FLOW STATEMENT
For The Year Ended 31 July 2022

	Notes	Year Ended 31.7.22 £	Year Ended 31.7.21 £
Cash flows from operating activities			
Cash generated from operations	19	**610,144**	542,679
Interest paid		**(259)**	-
Interest element of hire purchase payments paid		**(46,379)**	(21,873)
Net cash provided by operating activities		**563,506**	520,806
Cash flows from investing activities			
Purchase of tangible fixed assets		**(960,751)**	(222,064)
Sale of tangible fixed assets		**-**	3,950
Sale of fixed asset investments		**-**	1
Interest received		**3,154**	2,271
Net cash used in investing activities		**(957,597)**	(215,842)
Cash flows from financing activities			
Capital repayments in year		**562,022**	(41,938)
Net cash (used in)/provided by financing activities		**562,022**	(41,938)
Change in cash and cash equivalents in the reporting period		**167,931**	263,026
Cash and cash equivalents at the beginning of the reporting period		**904,686**	641,660
Cash and cash equivalents at the end of the reporting period		**1,072,617**	904,686

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 6 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end the charity has again increased its activity in terms of grant funding, increased student and staff numbers as well as building a new, two storey modular building on its site to allow it to better serve more young people in the local community. The college remains oversubscribed, with EHCP data from Local Authorities giving a clear indication that the demand for provisions such as The Oaks will continue to increase over the coming years.

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

Funding and grant income is recognised in the Statement of Financial Activities under the performance model.

Income from government grants and local authorities is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

In addition to the above in Autumn 2019 the company expanded its offering by providing a high needs facility on the site of a previous Special Education Needs provision (Nexus School).

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

2. DONATIONS, FUNDINGS AND GRANTS

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Donations	**3,095**	1,154	**22,652**	12,040	**25,747**	13,194
Core government grants	**2,225,614**	1,817,965	**-**	-	**2,225,614**	1,817,965
Other government grants	**40,018**	68,654	**94,519**	5,166	**134,537**	73,820
Other grants	**-**	-	**34,319**	55,200	**34,319**	55,200
Total	**2,268,727**	1,887,773	**151,490**	72,406	**2,420,217**	1,960,179

3. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Fundraising events	**1,132**	1,793	**-**	-	**1,132**	1,793
Total	**1,132**	1,793	**-**	-	**1,132**	1,793

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Rents received	**10,500**	-	**-**	-	**10,500**	-
Deposit account interest	**3,154**	2,271	**-**	-	**3,154**	2,271
Total	**13,654**	2,271	**-**	-	**13,654**	2,271

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Employment costs	**1,372,072**	959,180	**-**	-	**1,372,072**	959,180
Learning resources	**7,791**	7,892	**-**	-	**7,791**	7,892
Other school running costs	**405,436**	330,919	**44,056**	52,369	**449,492**	383,288
Total	**1,785,299**	1,297,991	**44,056**	52,369	**1,829,355**	1,350,360

5. ANALYSIS OF CHARITABLE EXPENDITURE

RESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
Employment costs	-	-	-	-	-	-
Learning resources	-	-	-	-	-	-
Other school running costs	**139,453**	59,568	-	-	**139,453**	59,568
Total	**139,453**	59,568	-	-	**139,453**	59,568

6. ANALYSIS OF SUPPORT COSTS

	Raising Funds		Charitable Activities		Total Funds	
	31/07/2022	31/07/2021	**31/07/2022**	31/07/2021	**31/07/2022**	31/07/2021
	£	£	**£**	£	**£**	£
External audit	-	-	**7,860**	7,860	**7,860**	7,860
Legal and professional fees	-	-	**18,771**	24,923	**18,771**	24,923
Staff training	-	-	**6,535**	9,962	**6,535**	9,962
Accountancy	-		**10,890**	9,624	**10,890**	9,624
Total	-	-	**44,056**	52,369	**44,056**	52,369

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2022 nor the year ended 31 July 2021.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 July 2022 nor the year ended 31 July 2021.

8. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year Ended 31.7.22	Year Ended 31.7.21
	£	£
Wages and salaries	**1,119,153**	799,490
Social security costs	**98,380**	58,133
Other pension costs	**154,539**	101,557
	1,372,072	959,180

The average monthly number of employees during the year was as follows:

	Year Ended 31.7.22	Year ended 31.7.21
	51	38

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

	Year Ended 31.7.22	Year ended 31.7.21
	38	27

The total employment benefits including employer pension contributions of the key management personnel were £375,862 (2021: £399,742)

No employees received emoluments in excess of £60,000.

9. AUDITOR'S REMUNERATION

The auditor's remuneration of £7,860 (2021:£7,860) related solely to the audit with additional work being undertaken of £10,890 (2021: £9,624) in relation to other accountancy services.

10. FINANCE CHARGES

	2022	2021
	£	£
Hire purchase interest	**46,379**	21,873

11. TANGIBLE FIXED ASSETS

	Improvements to property £	College equipment £	Totals £
COST			
At 1 August 2021	**644,704**	**63,588**	**708,292**
Additions	**917,646**	**43,105**	**960,751**
At 31 July 2022	**1,562,350**	**106,693**	**1,669,043**
DEPRECIATION			
At 1 August 2021	**58,280**	**21,915**	**80,195**
Charge for year	**136,377**	**18,986**	**155,363**
At 31 July 2022	**194,657**	**40,901**	**235,558**
NET BOOK VALUE			
At 31 July 2022	**1,367,693**	**65,792**	**1,433,485**
At 31 July 2021	586,424	41,673	628,097

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade debtors	**7,966**	-
Other debtors	**3,750**	3,750
Prepayments	**20,202**	-
	31,918	3,750

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Hire purchase (see note 15)	**297,361**	51,136
Trade creditors	**33,260**	12,651
Social security and other taxes	**82**	16,609
Other creditors	**8,388**	13,904
Accruals and deferred income	**53,683**	32,600
	392,774	126,900

14. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2022	2021
	£	£
Hire purchase (see note 15)	**350,660**	34,863

15. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2022	2021
	£	£
Net obligations repayable:		
Within one year	**297,361**	51,136
Between one and five years	**350,660**	34,863
	648,021	85,999

16. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2022	2021
	£	£
Net obligations repayable:		
Within one year	217,966	159,757
Between one and five years	304,350	286,866
	522,316	446,623

17. MOVEMENT IN FUNDS

	At 1.8.21 £	Net movement in funds £	At 31.7.22 £
Unrestricted funds			
General fund	**1,229,724**	**455,893**	**1,685,617**
Restricted funds			
Restricted fund	**145,046**	**(36,077)**	**108,969**
TOTAL FUNDS	**1,374,770**	**419,816**	**1,794,586**

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

	Incoming resources £	Resources expended / transfers £	Movement in funds £
Unrestricted funds			
General fund	**2,283,513**	**(1,827,620)**	**455,893**
Restricted funds			
Restricted fund	**151,490**	**(187,567)**	**(36,077)**
TOTAL FUNDS	**2,435,003**	**(2,015,187)**	**419,816**

Comparatives for movement in funds

	Net movement in funds £	At 31.7.21 £
Unrestricted funds		
General fund	565,078	1,229,724
Restricted funds		
Restricted fund	(32,636)	145,046
TOTAL FUNDS	532,442	1,374,770

17. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,891,837	(1,326,759)	565,078
Restricted funds			
Restricted fund	72,406	(105,042)	(32,636)
TOTAL FUNDS	1,964,243	(1,431,801)	532,442

18. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2021	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 31 July 2022**
	£	£	£	£	£
Colyer Ferguson	45,910	7,590	(51,320)	-	**2,180**
Free school meals	7,167	8,366	(4,975)	-	**10,558**
KCC (Building improvements)	85,999	25,000	(63,811)	(22,426)	**24,762**
Kickstart Scheme	-	12,129	(12,129)	-	**-**
3H	250	5,467	(250)	-	**5,467**
Kent Community Foundation	1,430	-	(1,430)	-	**-**
Asda Foundation	2,000	-	(2,000)	-	**-**
Royal Botanical Gardens	500	-	(300)	-	**200**
Kent Active	500	-	-	-	**500**
Justgiving	1,290	6,208	(60)	(7,300)	**138**
Worshipful Company of Information Technologists	-	5,211	(636)	(3,846)	**729**
The Big Lottery Fund	-	4,766	(2,484)	-	**2,282**
Kent Community Foundation	-	9,600	(58)	(9,542)	**-**
The Careers and Enterprise Company	-	1,000	-	-	**1,000**
Wooden Spoon Society	-	5,000	-	(5,000)	**-**
Department for Education	-	61,153	-	-	**61,153**
	145,046	151,490	(139,453)	(48,114)	**108,969**

18. RESTRICTED FUNDS (continued)

Colyer Ferguson – A Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend 12 one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Free school meals – The College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provides funding based on this calculation plus an additional 5% to cover administration costs.

KCC (Building Improvements) – In Autumn 2019 Oakley College occupied new premises which was part funded by Kent County Council. The amount of funding provided was based on quotes from the building contractors involved on the project. The remaining restricted balance relates to lease obligations totalling £85,999.

3H – The 3H Foundation is a local charity set-up 45 years ago to awards grants that provide respite for people with disabilities and their carers. Two, £250 grants to fund local theatre trips were applied for and approved. However, only one trip has so far taken place because of the Covid pandemic.

Kent Community Foundation (KCF) – KCF is one of 47 Community Foundations across the UK who are committed to improving the lives of local people and communities, particularly the vulnerable, isolated, and disadvantaged. KCF have awarded two grants to The Oaks Specialist College; one for the purchase of IT, video and sports equipment and the other towards the purchase of a polytunnel and workshop.

Asda Foundation - This is an independent charity whose mission is to transform communities and improve lives throughout the UK. The Oaks was awarded a £2,000 grant to part-fund the purchase of a polytunnel and workshop.

Royal Botanical Gardens Kew – Kew runs an outreach initiative called "Grow Wild" aimed at encouraging millions of people to enjoy and value wildflowers and fungi. As part of this initiative, schools and college were invited to apply for a £500 grant to run gardening projects with their students.

Kent Active – KentSport in association with SportEngland runs an "Everyday Active" initiative whose aim is to increase participation in sport and physical activity. Grants were available as part of this initiative and The Oaks secured £500 of funding to purchase sports equipment for its learners.

Just Giving – A JustGiving account was created to receive donations for The Oaks Specialist College's "Hit the Road" campaign to purchase and equip a mobile coffee/snack bar for our learners to operate. Donations come in throughout the year on an ad-hoc basis.

Sevenoaks District Council (SDC) – The Oaks Specialist College participates in the Government's "Kick Start" scheme and has employed two candidates through this scheme. SDC initially provided grants to support the training and development of the two candidates plus ongoing funding to cover the candidates' salary costs.

Worshipful Company of Information Technologists – Through previous work with the WCIT, one of the College's Trustees facilitated the awarding of a £5,211 grant for the College. The grant was used to purchase Various items of smart and assistive technology for the supported living room in "The Hive" building.

18. RESTRICTED FUNDS (continued)

The Big Lottery Fund – This organisation offered grants to schools and colleges to help staff and their pupils celebrate the Queen's Silver Jubilee. The Oaks applied and was successful in securing a grant of £4,766. This was spent on putting together and hosting a day of Jubilee-related activities and celebrations at the college.

The Careers and Enterprise Company – The college's Careers Lead applied for some additional funding to purchase DIY tools and decorating materials to support learners with their various enterprise initiatives.

Wooden Spoon Society – The Wooden Spoon Society provided the college with a £5,000 grant to purchase outdoor gym equipment for the benefit of both learners and staff.

Department for Education – The college receives annual grants from the DfE for the specific purpose of maintaining and improving the condition of the college buildings.

Transfers represent the purchase of fixed assets during the year from a restricted fund which are held for a general purpose.

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

	Year Ended 31.7.22 £	Year Ended 31.7.21 £
Net income for the reporting period (as per the Statement of Financial Activities)	**419,816**	532,422
Adjustments for:		
Depreciation charges	**155,363**	73,132
Profit on disposal of fixed assets	**-**	(1,096)
Interest received	**(3,154)**	(2,271)
Interest paid	**259**	-
Interest element of hire purchase and finance lease rental payments	**46,379**	21,873
(Increase)/Decrease in debtors	**(28,168)**	9,214
Increase/(Decrease) in creditors	**19,649**	(90,615)
Net cash provided by operations	**610,144**	542,679

20. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.21	Cash flow	At 31.7.22
	£	£	£
Net cash			
Cash at bank and in hand	**904,686**	167,931	**1,072,617**
	904,686	167,931	**1,072,617**
Debt			
Finance leases	**(85,999)**	(562,022)	**(648,021)**
	(85,999)	(562,022)	**(648,021)**
Total	**818,687**	(394,091)	**424,596**

21. RELATED PARTY TRANSACTIONS

During the year the charity received a grant totalling £5,211 (2021: £nil) from The Worshipful Company of Information Technologists' Charity, a charity which Richard Pone is a trustee.

INCOME AND ENDOWMENTS

Donations, funding and grants

	31/07/2022	31/07/2021
	£	£
Donations	**25,747**	13,194
Funding and grants	**2,394,470**	1,946,985
	2,420,217	1,960,179
Other trading activities		
Fundraising events	**1,132**	1,793
Investment income		
Rents received	**10,500**	-
Deposit account interest	**3,154**	2,271
	13,654	2,271
Total incoming resources	**2,435,003**	1,964,243

EXPENDITURE

Charitable activities		
Wages	**1,119,153**	799,490
Social security costs	**98,380**	58,133
Pension costs	**154,539**	101,557
Staff welfare	**5,810**	8,949
Other operating leases	**149,722**	126,572
Rates and water	**5,131**	7,174
Insurance	**21,918**	13,297
Light and heat	**14,370**	19,516
Sundries	**1,304**	737
Repairs & renewals	**24,258**	13,097
Cleaning	**38,027**	35,999
Learning resources	**7,791**	8,135
College trips	**8,634**	2,965
Catering	**5,831**	2,397
Staff training & subscriptions	**6,535**	9,962
Training for students	**-**	2,267
Premises rent	**37,083**	24,371
Telephone	**4,963**	5,665
Postage and stationery	**9,402**	7,660
Depreciation of tangible fixed assets	**155,363**	73,132
Profit on disposal of fixed assets	**-**	(1,096)
Computer expenses	**34,724**	28,873

Charitable activities continued		
Travel	**20,583**	18,669
Advertising	**1,831**	-
Bank charges	**543**	-
Legal and professional fees	**24,163**	24,923
Audit and accountancy	**18,750**	17,484
	1,968,808	1,409,928
Finance charges		
Hire purchase interest	**46,379**	21,873
Total resources expended	**2,015,187**	1,431,801
Net surplus	**419,816**	532,442

Hilden Park Chartered Accountants

Hilden Park House, 79 Tonbridge Road
Hildenborough, Kent, TN11 9BH

Telephone 01732 838 877
Website www.hildenparkaccountants.co.uk

The Board of Trustees
Skills for Independence and Employability Limited
The Oaks Specialist College
Cage Green Road
Tonbridge
Kent
TN10 4PT

23 March 2023

Dear The Board,

In accordance with our normal practice we are writing to draw your attention to various matters which arose during the course of our audit of the company's accounts for the year ended 31 July 2022.

Qualitative aspects of the entity's accounting practices and financial reporting

We have no comments to make concerning the qualitative aspects of the entity's accounting practices and financial reporting.

We did not encounter any significant difficulties during the audit and there are no significant findings from the audit to draw to your attention.

Letter or representation

A draft of our proposed letter of representation is attached. We draw your attention to the paragraphs 10 to 12 concerning restricted funds, donations and grants income and confirmation of sufficient reserves to pay for the remaining capital expenditure.

In other respects the letter is routine.

Adjusted and unadjusted misstatements

We enclose a schedule of our adjusted misstatements relating to opening balance adjustments, along with the adjustment to increase the rent accrual and adjustment for the depreciation chage for the year for fixed assets.

Expected modifications to the auditors' report

We do not propose any modifications to our audit opinion and hence will be issuing a clean audit report.

Hilden Park Accountants Limited is registered in England & Wales with registered company number 5903760. The registered office is at Hilden Park House, 79 Tonbridge Road, Hildenborough, Kent, TN11 9BH. Registered to carry on audit work in the UK and regulated for a range of investment activities by the Institute of Chartered Accountants in England and Wales. VAT number 886 0443 04.
A list of directors' names is available at the registered office.

Material weaknesses in the accounting and internal control systems

As you are aware from our letter of engagement, our audit procedures were directed towards testing the accounting systems in operation upon which we have based our assessment of the accounts. It is not meant to be a full and accurate reflection of all weaknesses that may be present in your system. During the course of our testing we came across no instances of material weaknesses in the accounting and internal control system. The accounting control system is appropriate for the size and nature of the business.

1. When reviewing the processes in place for grants and donations income it was noted that there is currently no spreadsheet maintained of all donations/grants applied for and the outcome of the application. We would suggest a spreadsheet is maintained which includes all grants applied for so that the charity are aware of all grants applied for and as such can follow up on progress of these if no response is received from the donor.

2. On review of the trustee meeting minutes, although this included any declaration of interests there is no register maintained which summaries all interests. Therefore, we suggest that a register of interest is maintained which is updated regularly so that it is reflective of all interests for each trustee.

3. On reviewing the fixed asset register in Xero, it was noted that for some assets these had not been added to the fixed asset register, and therefore only showing as an addition in the nominal code within the trial balance. As such for these assets no depreciation was posted in the year. Therefore, for all fixed asset additions these need to be added to the register in Xero to enable the software to calculate and post the monthly depreciation charge. However, as we assist with the preparation of the monthly management accounts, the bookkeeping team responsible will be able to assist with this.

In making our recommendations, we have considered the size of your company and the number of staff you employ. We shall be glad if you will let us know what steps have been taken in connection with the above.

Other matters required by Auditing Standards to be communicated

There are no other matters that we are required by auditing standards to communicate to you.

Other relevant matters relating to the audit

We have discussed with you the fact that we provide accounting and payroll services to the company in addition to acting as auditors. We wish to confirm to you that in our opinion the provision of such services does not affect our independence as the additional services provided are of a routine compliance nature and the Board takes any decisions where judgement is required.

The firm and the audit engagement team have therefore complied with relevant ethical requirements concerning independence.

We would like to take this opportunity of expressing our thanks to your staff for their assistance during the course of our audit. Please note that this report has been prepared for the sole use of Skills for Independence and Employability Limited. It must not be disclosed to third parties, quoted or referred to, without our prior written consent. No responsibility is assumed by us to any other person.

The purpose of the audit was to enable us to express an opinion on the financial statements. The audit included consideration of internal control relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control. The matters reported above are limited to those deficiencies that the auditor has identified during the audit and that the auditor has concluded are of sufficient importance to merit being reported to those charged with governance.

If we can be of any further assistance, please contact Paul Chewter.

Yours faithfully,



SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LTD.

England & Wales - Charity number 1187919

Accounts

REGISTERED COMPANY NUMBER: 11901504 (England and Wales)
REGISTERED CHARITY NUMBER: 1187919

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2021

FOR

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CONTENTS OF THE FINANCIAL STATEMENTS
For The Year Ended 31 July 2021

	Page
Report of the Trustees	1 to 7
Report of the Independent Auditors	8 to 10
Statement of Financial Activities	11
Balance Sheet	12
Cash Flow Statement	13
Notes to the Financial Statements	14 to 25

REPORT OF THE TRUSTEES
For The Year Ended 31 July 2021

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year 1 August 2020 to 31 July 2021. This report is also the directors' report. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

VISION, OBJECTIVES AND MAIN ACTIVITIES

a. Vision

Our vision is to give young adults with learning difficulties opportunities to discover ways of learning that engage them and enable them to gain new skills, knowledge and behaviours that develop them, and lead to them each being exceptionally well prepared for their next steps into adulthood and a positive, meaningful and productive long term future.

b. Objectives

To act as a resource for young people between ages 18 and 25 with learning difficulties and disabilities and/or special educational needs & disabilities living in the South East of England by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:

a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
b) advancing education;
c) relieving unemployment; and
d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

c. Main Activities

The Charity operated during the reporting period as Oakley College (from September 2021 will operate as The Oaks Specialist College) and its main activity is that of a specialist further education College for young adult learners aged between 18 and 25 who have learning difficulties and/or disabilities (LLDDs).

d. Activities for Achieving Objectives

Individualised study programmes based around the Preparation for Adulthood (PfA) framework are tailored to respond to the needs of each of our young people to support their continued learning, personal & skills development and to work towards the outcomes identified in their Education, Health and Care Plans (EHCPs). These include providing high aspiration and challenge underpinned by appropriate, targeted support and interventions such as speech and language therapy, occupational therapy, physiotherapy and bespoke therapies.

Learners:

- Follow personalised timetables that include the four strands from the PfA framework that focus on developing skills in Employment, Independent living skills, Friends, Relationships and Community, and Good Health
- Participate in an effective careers programme that offers impartial advice, experience and contact with employers to encourage an open mind and enable learners to make positive and realistic choices
- Develop an understanding of what they need to do in order to reach and succeed in their chosen vocation, career, volunteering, community & living options

- Engage in a broad tutorial and Personal, Social, Health and Economic (PSHE) programme that promotes emotional wellbeing, keeping safe and healthy, social media, relationships and alcohol and drugs awareness
- Develop the understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance
- Develop an understanding of their own health and wellbeing needs and are encouraged to recognise and respond appropriately

In addition the College provides:

- A bespoke curriculum that has a sensory approach used to ensure that learners with complex high needs progress their life skills and develop greater independence. Partnership and collaboration with adult social care is established from day one, to promote forward planning and ensure subsequent effective transition to appropriate life and living opportunities
- A blended model for five or six slightly older learners – with a personalised offer in the specifically fitted out area that goes beyond "academic" and vocational education and tapers toward full transfer for these young adults into social care provision/supported living
- Fully equipped and working café and mini Tesco – providing in-house work experience and transferable learning opportunities plus social space (including community use post-Covid)
- Digital learning and use of assistive technology and apps to enable learners to engage, learn, adapt and function effectively in real world settings of all kinds

e. Funding

Principal funds are received for each learner, for each academic year that they attend College. The funding comprises of three elements from two different sources:

- Element one being the base element, received from the ESFA. For the financial period of this report, Element 1 was £5,464 per learner, per academic year.
- Element two and three are paid by the local authority commissioning the learner's place at College. (Element two is then reclaimed from the ESFA by the local authority (LA).)
- Elements two and three are calculated individually by the ESFA and the LA using a range of metrics around the individual learner's needs and the amount of time they spend in College, plus the level of learning and therapeutic support that is needed by the individual. The total amount per learner ranges from £12,000 to £41,000 per academic year

f. Additional Fundraising

Fundraising activities at the College occur when our learners produce craft items for sale to the public. Any profits made from the sale of these items are put towards purchasing equipment for the College, usually chosen by our learners.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The charity is controlled by its governing document, the articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006. It is also a not-for-profit organisation and a Registered Charity (No. 1187919). The charitable company was incorporated on 23 March 2019 and commenced operations on 1 May 2019.

The company was known as and operated for the reporting period under the name of Oakley College. From 1st September 2021 the operating name will be changed to The Oaks Specialist College. The company name and associated elements remain unchanged.

The principal objects of the Charity are set out on page 1 of the Trustees' Report.

There have been no changes in the objectives since the last annual report.

b. Methods of appointment or election of Trustees

The charitable company is the responsibility of the Trustees who are elected under the terms of the Articles of Association. Trustees are expected to serve 3-year terms that may be extended.

c. Policies Adopted for the Induction and Training of Trustees

New trustees are assigned a mentor from the existing Board to induct them. The trustees have had regard to public benefit guidance issued by the Charity Commission/CCNI.

d. Organisational Structure and Decision Making

Responsibility for the strategic management of the Charity and key operational decisions rests with the Trustees who generally meet quarterly. Day to day management of the Charity, including the implementation of policy determined by the Board of Trustees is carried out by staff who are employed directly by the Charity and provide services to the Charity, exercising authorities delegated by the Board of Trustees.

The College is led by a Chief Executive Officer and Head of College, supported by a College Business Manager, Development Manager and Project & Fundraising Manager, plus a site team. The Chief Executive (Gordon Tillman) and Head of College (Ros Leach) report to and are accountable to the Board of Trustees. Four phase leaders are responsible for the quality and development of education provision. They report and are accountable to the Head of College.

e. Regulators

The College is subject to supervisory body regulation by the ESFA, the Department for Education, Ofsted and the Charities Commission.

The College provision is also monitored for quality and cost effectiveness by the commissioning local authorities.

ACHIEVEMENTS AND PERFORMANCE

a. Financial Performance

The Charity is in sound financial health and fully met its obligations for the reporting period. The Charity's reserves are above the minimum level but not yet at the 6-month operating cost level. Cash flow remained positive throughout the period.

b. Review of Charitable Activities

Learner Retention and Growth

Oakley College had 73 learners with high needs during the reporting period. This was an increase from 40 in the previous period. We expect this to increase again to about 92 FTE for the reporting year 2021/22.

Service Provision

The College was inspected by Ofsted in May 2021 for the first time. This was a monitoring visit and report to establish progress since the inception of the provision. The Trustees are pleased to report that the inspectors found that Oakley College has made ***Significant Progress*** (the highest grade) across all inspection themes.

Among a range of positive findings Inspectors found that:

- Leaders and managers have high aspirations for learners and ensure that learners receive effective careers advice and guidance from specialist careers advisers
- Leaders ensure that staff are appropriately qualified and experienced
- The board of trustees has detailed oversight of the college and learners
- Leaders ensure that learners benefit from access to high-quality learning resources, such as a café and supermarket
- Tutors plan a well-sequenced and ambitious curriculum that builds in complexity over time
- Tutors and support staff create calm and purposeful learning environments and have high expectations of learners
- Tutors ensure that learners have opportunities to further develop their English, mathematical and digital skills in practical lessons
- Staff at the college communicate well with parents and carers
- Staff, including the board of trustees, place a high priority on safeguarding learners, and create an extremely safe and supportive environment for learners
- Tutors ensure that learners develop a secure understanding of how to be happy, healthy and safe through the personal, social, health and economic lessons

Facilities

As of September 2020, Oakley College moved into its current site on Cage Green Road - a refurbished, spacious, and repurposed premises and grounds.

Trustees have agreed that the practical limit of the premises is about 95 full time equivalent learners plus staff. Given that some learners attend college for two or three days per week, this allows a greater number of learners to attend and benefit when allocated days over time.

During the reporting period Trustees approved the purchase and installation of a new modular building next to the existing building. The new addition is planned for implementation during the upcoming 2021/22 reporting period. This investment is aligned to our strategic objective of accommodation for supported living for young adult LLDDs.

Trustees have directed management to initiate a 'change of use' planning application of the on-site café so it can be used by community groups and the public.

Covid 19

Appropriate precautions and a dynamic Covid risk assessment has been in place since the outset – for the organisation and for specific, especially vulnerable learners. Lateral flow testing has been undertaken since January 11th 2021 for all staff and learners attending College.

From 12th February 2021 staff have been allowed to receive their first vaccination by the NHS. Second doses were given in early May 2021.

There were periods where Covid protocols necessitated remote delivery of the provision. These were delivered successfully as were the transitions back to in-person delivery.

The trustees thank the management and staff for their great efforts during this period to ensure the safety of all learners and in continuing to provide a high level of service both in person and virtually - ensuring the Charity met the needs and expectations of our young people and their families.

FINANCIAL REVIEW

a. Going Concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charitable company 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.

b. Reserves Policy

It is the policy of the Charity to maintain its free reserves at a level to enable it to be administered efficiently, meet its short-term expenditure requirements and have adequate resources to fund its charitable activities. The Trustees want to ensure the charity is able to complete a full academic year for all learners, without loss of staff, student opportunities and quality of work, and to allow for sufficient time to find a new funding model if required, so that all students who wish to stay at the College can do so. As such it will reserve an absolute minimum level of unrestricted funds sufficient to sustain the charity without any income for a 3-month period and will seek to increase this to at least 6 months operating costs.

Unrestricted funds held as fixed assets are not included as being free to meet any short-term need.

Free reserves at the end of the reporting period were £759,640.

c. Financial Summary

In the year ended 31 July 2021 the Charity reported total income as £1,964,243, up £330,563 from the previous period. Total expenditure was £1,431,801, up £640,449 from the previous period. Of the total spend, expenditure on charitable activities was £1,409,928. Increases in income align to funding from the increase in learners. Increases in expenditure align to the new facilities and expanded teaching and support staff to service the increase in learners.

PLANS FOR FUTURE PERIODS

The key strategic objectives for the period September 2020 – August 2023 continue to be:

1. Design and build accommodation for supported living for young adult LLDDs
2. Create a digital learning platform specifically designed to be accessed and used by 19-25 LLDDs
3. Develop an outreach service to support learners and staff in mainstream further education settings
4. Replicate Oakley College provision elsewhere in Kent or East Sussex

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
11901504 (England and Wales)

Registered Charity number
1187919

Registered office
Oakley College
Cage Green Road
Tonbridge
Kent
TN10 4PT

Trustees
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
David Carter (appointed 22 January 2021)

Directors
Simon Harris
Glenn Douglas
George Richard Goss (resigned 8 December 2021)
Robert Marsh
David Martin
Richard Pone
Julie Stones
Daniel Broad
John Spavins
David Carter (appointed 22 January 2021)

Auditors
Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Skills for Independence and Employability Limited for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which 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 the income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hilden Park Accountants Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees approved by order of the board of trustees, as the company directors, on 22/02/22 and signed on the board's behalf by:

.....
Trustee - Simon Harris

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

Opinion

We have audited the financial statements of Skills for Independence and Employability Limited (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 applicable law and United Kingdom Accounting Standards (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 July 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 UK, including the FRC'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 of at least 12 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, including the trustees' report, other than the financial statements and our auditor's 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper 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

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, 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.

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:

- Income in the year is mainly in the form of funding based on set criteria. The audit work performed included the verification of all material income to original agreements as well as an assessment of the charity's entitlement;
- Bank transactions in the year were of a consistent nature, relating to grant income, supplier payments and salaries. All material movements were looked at individually to help gain assurance that material instances of fraud would have been identified;
- Due to the simple nature of operations, the risks of irregularities (and risk of unidentified irregularities) is low;
- The laws and regulations applicable for this entity have been identified and considered when carrying out the audit;
- The competency and capabilities of the audit team identifying or recognising non-compliance with laws and regulations have been considered;
- Consideration was given as to whether there were areas of the financial statements particularly susceptible to fraud;
- Minutes of meetings of those charged with governance have been reviewed and nothing was noted that would indicate material misstatements due to fraud;
- The risk of management override of controls has been considered and the audit work in relation to this included the review of material accounting journals and other adjustments to assess that they were appropriate and in line with the normal course of the charity's activities.

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 auditor's 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 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Paul R. Chewter (Senior Statutory Auditor)
for and on behalf of Hilden Park Accountants Limited
Chartered Accountants & Statutory Auditors
Hilden Park House
79 Tonbridge Road
Hildenborough
Kent
TN11 9BH

Date: 22/2/22

Note:

The maintenance and integrity of the company's website is the responsibility of the trustees; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
For The Year Ended 31 July 2021

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/21	31/07/20	31/07/21	31/07/20	31/07/21	31/07/20
		£	£	£	£	£	£
Income from:							
Donations, funding and grants	2	**1,887,773**	1,150,410	**72,406**	482,102	**1,960,179**	1,632,512
Other trading activities	3	**1,793**	1,068	**-**	-	**1,793**	1,068
Investments	4	**2,271**	100	**-**	-	**2,271**	100
Total incoming resources		**1,891,837**	1,151,578	**72,406**	482,102	**1,964,243**	1,633,680
Expenditure on:							
Charitable activities	5	**1,350,360**	782,867	**59,568**	1,778	**1,409,928**	784,645
Finance charges	10	**21,873**	6,707	**-**	-	**21,873**	6,707
Total expenditure		**1,372,233**	789,574	**59,568**	1,778	**1,431,801**	791,352
Net income/(expenditure)		**519,604**	362,004	**12,838**	480,324	**532,442**	842,328
Transfers between funds		**45,474**	302,642	**(45,474)**	(302,642)	-	-
Total funds carried forward		**565,708**	664,646	**(32,636)**	177,682	**532,442**	842,328

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - REGISTERED NUMBER 11901504

BALANCE SHEET
For The Year Ended 31 July 2021

	Note	Unrestricted Funds		Restricted Funds		Total Funds	
		31/07/21	31/07/20	31/07/21	31/07/20	31/07/21	31/07/20
		£	£	£	£	£	£
FIXED ASSETS							
Tangible assets	11	**628,097**	482,019	-	-	**628,097**	482,019
Investments	12	-	1	-	-	-	1
		628,097	482,020	-	-	**628,097**	482,020
CURRENT ASSETS							
Debtors	13	**3,750**	12,964	-	-	**3,750**	12,964
Cash at bank and in hand		**759,640**	463,978	**145,046**	177,682	**904,686**	641,660
		763,390	476,942	**145,046**	177,682	**908,436**	654,624
CREDITORS							
Amounts falling due within one year	14	**(126,900)**	(208,317)	-	-	**(126,900)**	(208,317)
NET CURRENT ASSETS		**636,490**	268,625	**145,046**	177,682	**781,536**	446,307
TOTAL ASSETS LESS CURRENT LIABILITIES		**1,264,587**	750,645	**145,046**	177,682	**1,409,633**	928,327
CREDITORS							
Amounts falling due after more than one year	15	**(34,863)**	(85,999)	-	-	**(34,863)**	(85,999)
NET ASSETS		**1,229,724**	664,646	**145,046**	177,682	**1,374,770**	842,328
FUNDS	18						
Unrestricted funds		**1,229,724**	664,646	-	-	**1,229,724**	664,646
Restricted funds		-	-	**145,046**	177,682	**145,046**	177,682
TOTAL FUNDS		**1,229,724**	664,646	**145,046**	177,682	**1,374,770**	842,328

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

The financial statements were approved by the Board of Trustees and authorised for issue on 22/12/2022 and were signed on its behalf by:

.....
Trustee – Simon Harris

The notes form part of these financial statements

SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

CASH FLOW STATEMENT
For The Year Ended 31 July 2021

	Notes	Year Ended 31.7.21 £	Period 23.3.19 to 31.7.20 £
Cash flows from operating activities			
Cash generated from operations	20	**542,679**	1,012,224
Interest element of hire purchase payments paid		**(21,873)**	(8,566)
Net cash provided by operating activities		**520,806**	1,003,658
Cash flows from investing activities			
Purchase of tangible fixed assets		**(222,064)**	(490,034)
Purchase of fixed asset investments		**-**	(1)
Sale of tangible fixed assets		**3,950**	-
Sale of fixed asset investments		**1**	-
Interest received		**2,271**	100
Net cash used in investing activities		**(215,842)**	(489,935)
Cash flows from financing activities			
Capital repayments in year		**(41,938)**	127,937
Net cash (used in)/provided by financing activities		**(41,938)**	127,937
Change in cash and cash equivalents in the reporting period		**263,026**	641,660
Cash and cash equivalents at the beginning of the reporting period		**641,660**	-
Cash and cash equivalents at the end of the reporting period		**904,686**	641,660

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
Skills for Independence and Employability Limited is a charitable company limited by guarantee registered in England and Wales. In the event of the charity being wound up the liability to members in respect of the guarantee is limited. The address of the registered office is given in the charity information on page 6 of the report of the trustees. The nature of the charity's operations and principal activities is the operation of Oakley College to assist 18 to 25 year olds with learning difficulties in West Kent and the surrounding areas.

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have prepared the accounts on a going concern basis due to the level of net assets and cash reserves and they do not believe there are material uncertainties about the charity's ability to continue. Since the year end the charity has significantly increased its activity in terms of increased grant funding, increased student and staff numbers as well as moving to new premises to allow it to better serve more young people in the local community. The government have confirmed that funding for education will not be affected by COVID-19 and, therefore, funding for placements have not been affected by the pandemic. For this reason it is the trustees' belief that the impacts of COVID-19 have not materially impacted the charity's finances and will not affect its ability to continue.

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

Funding and grant income is recognised in the Statement of Financial Activities under the performance model.

Income from government grants and local authorities is recognised when any performance conditions attached to the grants have been met. The company receives core funding from Kent County Council and East Sussex County Council as well as from the UK Education and Skills Funding Agency. This funding is provided for various reasons and is determined based on criteria such as the number of students as well as the needs and requirements of said students.

In addition to the above in Autumn 2019 the company expanded its offering by providing a high needs facility on the site of a previous Special Education Needs provision (Nexus School).

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The company operates a defined contribution pension scheme as well as contributions being made to the Teacher's Pension Scheme. Contributions payable to the schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Individual assets costing £500 or more are capitalised at cost. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Leasehold improvements	Over the remaining period of the lease
College equipment	Straight line over 3 years and 5 years

Fixed asset investments
Fixed asset investments are recognised at cost as they relate to Skills for Independence Limited which was dissolved during the year as further described in Note 12.

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

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

Hire purchase and leasing commitments
The interest element of these obligations is charged to the Statement of Financial Activities over the relevant period. The capital element of the future payments is treated as a liability.

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

2. DONATIONS, FUNDINGS AND GRANTS

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2021	31/07/2020	31/07/2021	31/07/2020	31/07/2021	31/07/2020
	£	£	£	£	£	£
Donations	1,154	49,475	12,040	-	13,194	49,475
Core government grants	1,817,965	1,030,273	-	-	1,817,965	1,030,273
Other government grants	68,654	4,555	5,166	362,460	73,820	367,015
Other grants	-	66,107	55,200	119,642	55,200	185,749
Total	1,887,773	1,150,410	72,406	482,102	1,960,179	1,632,512

3. OTHER TRADING ACTIVITIES

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2021	31/07/2020	**31/07/2021**	31/07/2020	**31/07/2021**	31/07/2020
	£	£	**£**	£	**£**	£
Fundraising events	**1,793**	1,068	-	-	**1,793**	1,068
Total	**1,793**	1,068	-	-	**1,793**	1,068

4. INVESTMENT INCOME

	Unrestricted Funds		Restricted Funds		Total Funds	
	31/07/2021	31/07/2020	**31/07/2021**	31/07/2020	**31/07/2021**	31/07/2020
	£	£	**£**	£	**£**	£
Deposit account interest	**2,271**	100	-	-	**2,271**	100
Total	**2,271**	100	-	-	**2,271**	100

5. ANALYSIS OF CHARITABLE EXPENDITURE

UNRESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2021	31/07/2020	**31/07/2021**	31/07/2020	**31/07/2021**	31/07/2020
	£	£	**£**	£	**£**	£
Employment costs	**959,180**	563,547	-	-	**959,180**	563,547
Learning resources	**7,892**	71,991	-	-	**7,892**	71,991
Other school running costs	**330,919**	111,640	**52,369**	35,689	**383,288**	147,329
Total	**1,297,991**	747,178	**52,369**	35,689	**1,350,360**	782,867

RESTRICTED FUNDS

	Grant Funded activity		Support Costs		Total	
	31/07/2021	31/07/2020	31/07/2021	31/07/2020	31/07/2021	31/07/2020
	£	£	£	£	£	£
Employment costs	-	-	-	-	-	-
Learning resources	-	-	-	-	-	-
Other school running costs	59,568	1,778	-	-	59,568	1,778
Total	59,568	1,778	-	-	59,568	1,778

6. ANALYSIS OF SUPPORT COSTS

	Raising Funds		Charitable Activities		Total Funds	
	31/07/2021	31/07/2020	31/07/2021	31/07/2020	31/07/2021	31/07/2020
	£	£	£	£	£	£
External audit	-	-	7,860	7,860	7,860	7,860
Legal and professional fees	-	-	24,923	15,491	24,923	15,491
Staff training	-	-	9,962	2,885	9,962	2,885
Accountancy			9,624	9,453	9,624	9,453
Total	-	-	52,369	35,689	52,369	35,689

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 July 2021 nor the period ended 31 July 2020.

Trustees' expenses
There were no trustees' expenses paid for the year ended 31 July 2021 nor the period ended 31 July 2020.

8. STAFF COSTS AND REMUNERATION OF KEY PERSONNEL

	Year Ended 31.7.21	Period 23.3.19 to 31.7.20
	£	£
Wages and salaries	799,490	472,890
Social security costs	58,133	36,839
Other pension costs	101,557	53,818
	959,180	563,547

The average monthly number of employees during the year was as follows:

	Year Ended 31.7.21	Period 23.3.19 to 31.7.20
	38	19

The average monthly number of full-time equivalent (FTE) employees during the year was as follows:

	Year Ended 31.7.21	Period 23.3.19 to 31.7.20
	27	14

The total employment benefits including employer pension contributions of the key management personnel were £399,742 (2020: £234,860)

No employees received emoluments in excess of £60,000.

9. AUDITOR'S REMUNERATION

The auditor's remuneration of £7,860 (2020:£7,860) related solely to the audit with additional work being undertaken of £9,624 (2020: £9,453) in relation to other accountancy services.

10. FINANCE CHARGES

	2021	2020
	£	£
Hire purchase interest	21,873	6,707

11. TANGIBLE FIXED ASSETS

	Improvements to property £	Computer equipment £	Totals £
COST			
At 1 August 2020	**430,579**	**59,455**	**490,034**
Additions	**214,125**	**7,939**	**222,064**
Disposals	**-**	**(3,806)**	**(3,806)**
At 31 July 2021	**644,704**	**63,588**	**708,292**
DEPRECIATION			
At 1 August 2020	**-**	**8,015**	**8,015**
Charge for year	**58,280**	**14,852**	**73,132**
Eliminated on disposal	**-**	**(952)**	**(952)**
At 31 July 2021	**58,280**	**21,915**	**80,195**
NET BOOK VALUE			
At 31 July 2021	**586,424**	**41,673**	**628,097**
At 31 July 2020	430,579	51,440	482,019

12. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
COST	
Brought forward	**1**
Disposals	**(1)**
Carried forward	**-**
NET BOOK VALUE	
At 31 July 2021	**-**
At 31 July 2020	**1**

Shares in group undertakings represented the £1 ordinary share capital of Skills for Independence Limited, with registered office, Cage Green Road, Tonbridge, United Kingdom, TN10 4PT and company number 10923845. On 1 May 2019 the operations and activities, assets and liabilities were transferred from this company to Skills for Independence & Employability Limited. Skills for Independence Limited was dissolved during the year, on 3 November 2020 having not transacted since the transfer.

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Other debtors	3,750	-
Prepayments	-	12,964
	3,750	12,964

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Hire purchase (see note 16)	51,136	41,938
Trade creditors	12,651	147,791
Social security and other taxes	16,609	6,222
Other creditors	13,904	2,166
Accruals and deferred income	32,600	10,200
	126,900	208,317

15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Hire purchase (see note 16)	34,863	85,999

16. LEASING AGREEMENTS

Minimum lease payments under hire purchase fall due as follows:

	2021	2020
	£	£
Net obligations repayable:		
Within one year	51,136	41,938
Between one and five years	34,863	85,999
	85,999	127,937

17. OPERATING LEASE

Minimum lease payments under operating leases fall due as follows:

	2021	2020
	£	£
Net obligations repayable:		
Within one year	159,757	156,660
Between one and five years	286,866	443,438
	446,623	600,098

18. MOVEMENT IN FUNDS

	At 1.8.20	Net movement in funds	At 31.7.21
	£	£	£
Unrestricted funds			
General fund	664,646	565,078	1,229,724
Restricted funds			
Restricted fund	177,682	(32,636)	145,046
TOTAL FUNDS	842,328	532,442	1,374,770

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

	Incoming resources	Resources expended / transfers	Movement in funds
	£	£	£
Unrestricted funds			
General fund	1,891,837	(1,326,759)	565,078
Restricted funds			
Restricted fund	72,406	(105,042)	(32,636)
TOTAL FUNDS	1,964,243	(1,431,801)	532,442

Comparatives for movement in funds

	Net movement in funds	At 31.7.20
	£	£
Unrestricted funds		
General fund	664,646	664,646
Restricted funds		
Restricted fund	177,682	177,682
TOTAL FUNDS	842,328	842,328

18. MOVEMENT IN FUNDS (continued)

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,151,578	(486,932)	664,646
Restricted funds			
Restricted fund	482,102	(304,420)	177,682
TOTAL FUNDS	1,633,680	(791,352)	842,328

19. RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes;

	Movement in funds				
	Balance at 1 August 2020 £	**Incoming resources** £	**Resources expended** £	**Transfers** £	**Balance at 31 July 2021** £
Colyer Ferguson	1,234	52,200	(7,524)	-	**45,910**
Free school meals	2,413	5,166	(412)	-	**7,167**
KCC (Building improvements)	174,035	-	(41,938)	(46,098)	**85,999**
Kickstart Scheme	-	3,000	(3,624)	624	**-**
3H	-	500	(250)	-	**250**
Kent Community Foundation	-	7,250	(5,820)	-	**1,430**
Asda Foundation	-	2,000	-	-	**2,000**
Royal Botanical Gardens	-	500	-	-	**500**
Kent Active	-	500	-	-	**500**
Justgiving	-	1,290	-	-	**1,290**
	177,682	72,406	(59,568)	(45,474)	**145,046**

9. RESTRICTED FUNDS (continued)

Colyer Ferguson – a Kent based charity who award grants to support vulnerable and disadvantaged people living in Kent. Grants are capped at a maximum of £500 per grant but there is no limit to the number of grants that can be applied for. Our College Projects Manager applies for grants on behalf of learners at the College based on the learner's individual needs. Examples of grants applied for include providing a learner with a new suit and shoes to attend job interviews and paying for a learner to attend 12 one-to-one counselling sessions. The grants can only be spent on the specific project applied for and expenditure against income for each grant is tracked by the Projects Manager.

Free school meals – the College indicate which learners are eligible for free school meals, the cost of each meal and the number of meals each learner will receive during the academic year. The Education and Skills Funding Agency provides funding based on this calculation plus an additional 5% to cover administration costs.

KCC (Building Improvements) – In Autumn 2019 Oakley College occupied new premises which was part funded by Kent County Council. The amount of funding provided was based on quotes from the building contractors involved on the project. The remaining restricted balance relates to lease obligations totalling £85,999.

KCC (Nexus) – In Autumn 2019 Oakley College expanded its offering by providing a high needs facility on the site of another SEN provision (Nexus School in Tonbridge). Kent County Council funded the building. The amount of funding provided was based on quotes from the building contractors involved on the project.

3H – The 3H Foundation is a local charity set-up 45 years ago to awards grants that provide respite for people with disabilities and their carers. Two, £250 grants to fund local theatre trips were applied for and approved. However, only one trip has so far taken place because of the Covid pandemic.

Kent Community Foundation (KCF) – KCF is one of 47 Community Foundations across the UK who are committed to improving the lives of local people and communities, particularly the vulnerable, isolated, and disadvantaged. KCF have awarded two grants to The Oaks Specialist College; one for the purchase of IT, video and sports equipment and the other towards the purchase of a polytunnel and workshop.

Kent Active – KentSport in association with SportEngland runs an "Everyday Active" initiative whose aim is to increase participation in sport and physical activity. Grants were available as part of this initiative and The Oaks secured £500 of funding to purchase sports equipment for its learners.

Asda Foundation - this is an independent charity whose mission is to transform communities and improve lives throughout the UK. The Oaks was awarded a £2,000 grant to part-fund the purchase of a polytunnel and workshop.

Sevenoaks District Council (SDC) – The Oaks Specialist College participates in the Government's "Kick Start" scheme and has employed two candidates through this scheme. SDC initially provided grants to support the training and development of the two candidates plus ongoing funding to cover the candidates' salary costs.

Just Giving – A JustGiving account was created to receive donations for The Oaks Specialist College's "Hit the Road" campaign to purchase and equip a mobile coffee/snack bar for our learners to operate. Donations come in throughout the year on an ad-hoc basis.

Royal Botanical Gardens Kew – Kew runs an outreach initiative called "Grow Wild" aimed at encouraging millions of people to enjoy and value wildflowers and fungi. As part of this initiative, schools and college were invited to apply for a £500 grant to run gardening projects with their students.

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

	Year Ended 31.7.21 £	Period 23.3.19 to 31.7.20 £
Net income for the reporting period (as per the Statement of Financial Activities)	**532,442**	842,328
Adjustments for:		
Depreciation charges	**73,132**	8,015
Profit on disposal of fixed assets	**(1,096)**	-
Interest received	**(2,271)**	(100)
Interest element of hire purchase and finance lease rental payments	**21,873**	8,566
Decrease/(increase) in debtors	**9,214**	(12,964)
(Decrease)/increase in creditors	**(90,615)**	166,379
Net cash provided by operations	**542,679**	1,012,224

21. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.8.20 £	Cash flow £	At 31.7.21 £
Net cash			
Cash at bank and in hand	641,660	263,026	**904,686**
	641,660	263,026	**904,686**
Debt			
Finance leases	(127,937)	41,938	**(85,999)**
	(127,937)	41,938	**(85,999)**
Total	513,723	304,964	**818,687**

22. RELATED PARTY TRANSACTIONS

There were no related party transactions for the year ended 31 July 2021.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 July 2021

INCOME AND ENDOWMENTS

Donations, funding and grants

	31/07/2021	31/07/2020
	£	£
Donations	**13,194**	49,475
Funding and grants	**1,946,985**	1,583,037
	1,960,179	1,632,512
Other trading activities		
Fundraising events	**1,793**	1,068
Investment income		
Deposit account interest	**2,271**	100
Total incoming resources	**1,964,243**	1,633,680

EXPENDITURE

Charitable activities		
Wages	**799,490**	472,890
Social security costs	**58,133**	36,839
Pension costs	**101,557**	53,818
Staff welfare	**8,949**	-
Other operating leases	**126,572**	25,840
Rates and water	**7,174**	240
Insurance	**13,297**	8,019
Light and heat	**19,516**	118
Sundries	**737**	531
Repairs & renewals	**13,097**	2,775
Cleaning	**35,999**	9,170
Learning resources	**8,135**	71,991
College trips	**2,965**	-
Catering	**2,397**	2,785
Staff training & subscriptions	**9,962**	2,885
Training for students	**2,267**	18,764
Premises rent	**24,371**	16,833
Telephone	**5,665**	-
Postage and stationery	**7,660**	1,015
Depreciation of tangible fixed assets	**73,132**	8,015
Profit on disposal of fixed assets	**(1,096)**	-
Computer expenses	**28,873**	19,313
Travel	**18,669**	-
Legal and professional fees	**24,923**	15,491
Audit and accountancy	**17,484**	17,313
	1,409,928	784,645

Finance charges		
Hire purchase interest	**21,873**	6,707
Total resources expended	**1,431,801**	791,352
Net surplus	**532,442**	842,328