

**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**

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**For The Year Ended 31 July 2024**

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## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### REPORT OF THE TRUSTEES For The Year Ended 31 July 2024

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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.

## **SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

### **REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024**

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#### 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/](http://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.

## **SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

### **REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024**

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#### **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.

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## **SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

### **REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024**

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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.

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024

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#### 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.

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024

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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



## **SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

### **REPORT OF THE TRUSTEES - continued** **For The Year Ended 31 July 2024**

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#### 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**

1 1901504 (England and Wales)

##### **Registered Charity number**

1 187919

##### **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)

## **SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

### **REPORT OF THE TRUSTEES - continued** **For The Year Ended 31 July 2024**

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#### **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

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### REPORT OF THE TRUSTEES - continued For The Year Ended 31 July 2024

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#### 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

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

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### 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.

## INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - continued

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### **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 Protection 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.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED - continued**

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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](http://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
		£	£	£	£	£	£
<b>Income from:</b>							
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	-
<b>Total</b>		<b>3,730,051</b>	<b>3,182,332</b>	<b>272,800</b>	<b>118,041</b>	<b>4,002,851</b>	<b>3,300,373</b>
<b>Expenditure on:</b>							
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
<b>Total</b>		<b>2,937,321</b>	<b>2,499,494</b>	<b>118,254</b>	<b>69,437</b>	<b>3,055,575</b>	<b>2,568,931</b>
<b>Net income/(expenditure)</b>		<b>792,730</b>	<b>682,838</b>	<b>154,546</b>	<b>48,604</b>	<b>947,276</b>	<b>731,442</b>
Transfers between funds	19	238,357	4,661	(238,357)	(4,661)	-	-
<b>Net movement in funds</b>		<b>1,031,087</b>	<b>687,499</b>	<b>(83,811)</b>	<b>43,943</b>	<b>947,276</b>	<b>731,442</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		2,373,116	1,685,617	152,912	108,969	2,526,028	1,794,586
<b>Total funds carried forward</b>		<b>3,404,203</b>	<b>2,373,116</b>	<b>69,101</b>	<b>152,912</b>	<b>3,473,304</b>	<b>2,526,028</b>

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 2024**

		Unrestricted Funds		Restricted Funds		Total Funds	
	Note	31/07/24	31/07/23	31/07/24	31/07/23	31/07/24	31/07/23
		£	£	£	£	£	£
<b>FIXED ASSETS</b>							
Tangible assets	12	1,351,840	1,298,405	-	-	1,351,840	1,298,405
<b>CURRENT ASSETS</b>							
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
<b>CREDITORS</b>							
Amounts falling due within one year	14	(315,224)	(423,054)	-	-	(315,224)	(423,054)
<b>NET CURRENT ASSETS</b>		2,052,363	1,146,942	69,101	152,912	2,121,464	1,299,854
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>							
		3,404,203	2,445,347	69,101	152,912	3,473,304	2,598,259
<b>CREDITORS</b>							
Amounts falling due after more than one year	15	-	(72,231)	-	-	-	(72,231)
<b>NET ASSETS</b>		3,404,203	2,373,116	69,101	152,912	3,473,304	2,526,028
<b>FUNDS</b>							
Unrestricted funds	18	3,404,203	2,373,116	-	-	3,404,203	2,373,116
Restricted funds		-	-	69,101	152,912	69,101	152,912
<b>TOTAL FUNDS</b>		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 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	20	1,066,366	975,111
Interest paid			-
Interest element of hire purchase payments paid		<u>(14,129)</u>	<u>(33,353)</u>
Net cash provided by operating activities		<u>1,052,237</u>	<u>941,758</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(272,146)	(58,853)
Interest received		<u>13,296</u>	<u>-</u>
Net cash used in investing activities		<u>(258,850)</u>	<u>(58,853)</u>
<b>Cash flows from financing activities</b>			
Capital repayments in year		<u>(72,231)</u>	<u>(278,429)</u>
Net cash (used in)/provided by financing activities		<u>(72,231)</u>	<u>(278,429)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u>721,156</u>	<u>604,476</u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u>1,677,093</u>	<u>1,072,617</u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u>2,398,249</u>	<u>1,677,093</u>

The notes form part of these financial statements

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### NOTES TO THE FINANCIAL STATEMENTS

For The Year Ended 31 July 2024

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#### 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 contains 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 from 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.

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### NOTES TO THE FINANCIAL STATEMENTS - continued

For The Year Ended 31 July 2024

#### 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 basic 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

# SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

### 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
<b>Total</b>	<b>3,552,356</b>	<b>3,082,928</b>	<b>-</b>	<b>-</b>	<b>3,552,356</b>	<b>3,082,928</b>

### 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
<b>Total</b>	<b>29,941</b>	<b>34,255</b>	<b>-</b>	<b>-</b>	<b>29,941</b>	<b>34,255</b>

### 5. EXPENDITURE ON RAISING FUNDS

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

# SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

### 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
<b>Total</b>	<b>1,758,695</b>	<b>1,370,173</b>

### 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
<b>Total</b>	<b>1,245,084</b>	<b>1,164,589</b>

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

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#### 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	<u>280,345</u>	<u>214,718</u>
	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
<u>62</u>	<u>57</u>

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
<u>49</u>	<u>45</u>

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.

**SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 July 2024**

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

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

	<b>Year ended 31/07/2024</b>	<b>Year ended 31/07/2023</b>
	<b>£</b>	<b>£</b>
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**

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

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

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Improvements to property	644,714	748,268
College equipment	<u>1,450</u>	<u>2,072</u>
	<u>646,164</u>	<u>750,340</u>

**SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 July 2024**

**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
	<u>38,439</u>	<u>45,815</u>

**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
	<u>315,224</u>	<u>423,054</u>

**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
	<u>72,231</u>	<u>350,660</u>

**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
	<u>206,038</u>	<u>290,595</u>



# SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

### 18. MOVEMENT IN FUNDS

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

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

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

### Comparatives for movement in funds

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

**SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED****NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 July 2024**

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**18. MOVEMENT IN FUNDS (continued)**

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

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

# SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

## NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

### 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

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

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#### 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.

## SKILLS FOR INDEPENDENCE AND EMPLOYABILITY LIMITED

### NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 July 2024

**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
<b>Net cash provided by operations</b>	<b>1,066,366</b>	<b>975,111</b>

#### 21. ANALYSIS OF CHANGES IN NET FUNDS

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

#### 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.

