



The CyberHub Trust CIO

Annual Report & Financial Statements

for the year ended 31 March 2023

Advised by



Registered in England and Wales: No. 1190988



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Reference and Administrative Details

Trustees

Ms Julia von Klonowski (Chair)	Digital Skills Consulting
Ms Ruth Gilbert	Career Colleges Trust
Mr Amit Patel	Experience Haus
Mr Joash Howard	EY-Seren
Mr John Pittaway	Retired (AWS)

Special Advisors

National Crime Agency (NCA)
National Cyber Security Centre (NCSC)

Principal Office

The CyberHub Trust
26 Queen Victoria Street
Reading
RG1 1TG
United Kingdom

Charity Registration Number

Reg. No. 1190988

Bankers

Hannah Jones
Client Support Manager
HSBC Bank
120 Edmund Street
Birmingham
B3 2QZ

Accountants

Jason Pyke
Managing Partner
Vale & West Chartered Accountants
Victoria House
26 Queen Victoria Street
Reading
RG1 1TG

Trustees Report

The primary purpose of the Trust is to promote education and training of Digital Technology (DigiTech) & Cyber, facilitate a pipeline of well-trained, qualified and experienced young people and to identify 'at-risk' technically capable young people and encourage them to become productive members of society.

The CyberHub Trust is advised by the National Crime Agency (NCA) and National Cyber Security Centre (NCSC) and managed by the Board of Trustees. It operates within Further Education Colleges and Institutes of Technology (IoT) across the UK, providing education, on-the-job training and 'Experiences' to students.

It relies on experts & specialists in DigiTech & Cyber, to deliver training, education and apprenticeships, and to assist with Community Outreach Programmes.

Strategy:

The management of the Trust are continually reviewing and adapting the Strategy, according to developments and feedback from colleges, students and other stakeholders. During the year to March 2023 the Strategy was refined to place a greater focus on the Community Outreach activities, including Experience Days, Events and Training delivery.

Sites:

By end-March 2023 the Trust had three operational sites including *Barking & Dagenham College* (IoT) in London, *Birmingham Metropolitan College* and *Hugh Baird College* in Liverpool. A relationship was developed with 'Activate Learning', a group of eight colleges, including Reading, Oxford, Banbury, Bracknell & Guildford, as well as being part of the *South Central IoT* (SCIoT) in Milton Keynes.

Discussions also continued with colleges in Wales, Lincoln, Plymouth and Newcastle, among others.

Training:

Following the success of a bespoke training course designed & delivered in 2022, for people who are 'in work', in late 2022 the *West Midlands Regional Cyber Crime Unit* (WM-RCCU) approached the Trust to develop & deliver a new training course for 'at risk' young people who had been caught-up in the offender management system.

The 'Basic IT & Cyber' training course was funded by the Home Office and delivered by *the BIT Group*, with support from *the Phoenix Sport & Media Group* (PSM). The course, which was delivered both onsite at *Birmingham Metropolitan College* and virtually, and it was designed to give delegates an opportunity to develop themselves professionally, obtain an accredited qualification, and benefit both from mentorship and the opportunity to build future careers.

The course was delivered between February and June 2023 and will be used as a test case to develop and/or extend the concept to other regions.

Experience Days:

The Trust expanded its Community Outreach activity to include more 'Experience Days', where students are exposed to specialists from law enforcement, Cyber Analysts, and DigiTech, at interactive events held in CyberHub Colleges/IoTs.

During the year to March 2023, several such events were hosted at colleges in London, Liverpool and Birmingham, with a big event hosted at BMET in November 2022, to coincide with the launch of their new *DigiTech/Cyber Signage*, which was developed, designed & installed by the CyberHub Trust. This concept is now being rolled-out to other CyberHub Colleges/IoTs.

Example of the BMET signage below:



Creative Challenge:

In 2020 the Trust launched a competition at one college in London, during the COVID lockdown. In 2022 the Trust launched the second *Creative Challenge*, with participants from Liverpool, London, Birmingham and Banbury/Oxford.

Students submitted ideas for marketing campaigns, for the CyberHub Trust, to be used on social media or other channels. Finalists were invited to an event in March 2023, at an Advertising Agency in Shoreditch, where they were paired with professionals in their field. Hence designers were paired with UX designers, Gaming students with Game Designers, etc.

The winning submission came from Hugh Baird College in Liverpool, and was used as a social media campaign (Linked-in) by the Trust.



FINANCIAL REVIEW

Reserves Policy:

The Trustees recognise that it is very important for the Trust to have sufficient reserves in the future to continue its objectives. This will be to ensure that there are funds available to meet the commitments of the charity.

Funds:

The balance of the bank account on the 1st April 2022 was: **£42,259.91**. A further £131,000 was received from sponsor AWS on the 5th April 2022 and a charitable Donation Grant of £1,000 was received from the Rafael Moreu Scholarship on 17th February 2023.

The closing balance on the 31st March 2023 was: **£116,756.20**.

Aside from the set-up costs for three college SOC's (BDC, BMET and HBC), these funds were used (sparingly) to cover administrative, marketing & communications and general management costs (e.g. travel).

Trustees oversee expenditure in accordance with the agreed parameters and they have specifically authorised a basic stipend to compensate the CEO for his management & other duties, and also cover reasonable expenses for the Chair & CEO, who do the majority of the work of the charity.

Towards the end of 2022, it was announced by AWS that they would *not* be sponsoring the Trust for the foreseeable future as part of an overall budget review process (this was a corporate decision across *all* the AWS sponsorships). They continue to be supportive of the charity and there is a possibility that sponsorship may be repeated again in the future, but much will depend on financial results and corporate decisions in the next two-three years.

The Trust is not registered for VAT and, as such, no VAT liability existed.

Structure, Governance and Management:

The CyberHub Trust is a *CIO 'in association'* with a Constitution, which amongst other things governs the recruitment/appointment of new Trustees, who are responsible for the strategic management of the CyberHub Trust.

The Trust is managed by a CEO, with assistance from paid contractors (website design & administration, PR & Communications, videography, etc.) and voluntary stakeholders (e.g. marketing agencies assisting with the Trust's projects, RCCU teams, MetaLVX support, etc.).

Risk Assessment:

The CEO and Trustees assess major risks facing the Trust and address them in accordance with agreed processes. At the start of the year commencing 1st April 2022, the Trustees agreed to refocus the strategic approach away from the SOC's to refocus on Community Outreach activity, which significantly removed the previous key risk (operating commercially viable SOC's).

The Trust has broadened its engagement with Cybersecurity and related Service Providers, including the Film & Gaming company MetaLVX in Los Angeles, which will play a significant part in the Film & Gaming Events planned for October 2023, as well as other organisations.

The Trustees also acknowledged that the removal of the AWS sponsorship funds would put pressure on delivery in the coming year/s, so formally agreed to pursue other sponsorship opportunities during 2023 & 2024.

In the year ended 31 March 2023, the Management & Trustees continued to focus attention on growing the charity - its footprint and reputation, as well as continuing to grow the number & types of activities.

These included:

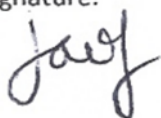
- seeking new funding opportunities, through government (DSIT) as well as corporate (BCS, etc.) channels
- the expansion of the CyberHubs - from three to five and exploration of additional opportunities
- continuing to discuss opportunities to deliver Apprenticeships with (at least) three colleges
- the development & delivery of Training courses (e.g, WM-RCCU)
- the development & expansion of Community Outreach & Experiences/Events, including to schoolchildren, FE college students and teachers, as well as government, law enforcement and business stakeholders
- building on the joint-activity between the Trust and the *CyberFirst Programme* and broadening engagement with other government & academic institutions (e.g. Birkbeck University)

The Trust is planning for further growth in 2023/24, which will include seeking additional sources of funding/sponsorship and expansion into additional colleges.

Trustees have been consulted on the details in the Annual Report, and discussed & debated in the regular Trustees Meetings (recorded in the minutes) in order to ensure that the Report matches with the Trust's **Mission**.

This Annual Report was approved by the CyberHub Trustees on the 12th December 2023 and signed on its behalf by:

Signature:

A handwritten signature in black ink, appearing to read "Julia", written over a horizontal line.

Julia von Klonowski
Chair of Trustees



CEO Funding Report



The Trustees of The CyberHub Trust have agreed to the following :

1. Michael Klonowski (CEO) of The CyberHub Trust is paid a sum of £2,500 per calendar month, for his time and efforts in running and designing events for the Trust, managing the processes and requirements of the Charity and administering the Trust.
2. Julia Klonowski (Chair) is not paid a salary for her time spent working for the Charity.
3. Michael Klonowski (CEO) and Julia Klonowski (Chair) design and manage the work of the Charity around the UK and work to engage with organisations who might fund the Charity. They are required to travel and make use of accommodation to fulfil their roles. These expenses are refunded to them in accordance with documented invoices/receipts.
4. Michael Klonowski and Julia Klonowski also maintain the network with various organisations such as DSIT, NCA, NCSC and the Police, as well as various businesses and education establishments. Consequently they are also required to attend conferences, training events and/or networking events and it has been agreed that they are able to claim their travel expenses for these events, again in accordance with documented invoices/receipts.
5. We acknowledge that the CEO and Chair do their best to keep these expenses to a minimum and fund many of these costs through their own business.

Signed by the CyberHub Trustees





INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE CYBERHUB TRUST

I report to the charity trustees on my examination of the accounts of The CyberHub Trust (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of Report

As the charity Trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of *the Charities Act 2011* ('the Act').

I report in respect of my examination of the Trust's accounts carried out under *Section 145* of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under *Section 145(5)(b)* of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by *Section 130* of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the *Charities (Accounts and Reports) Regulations 2008* other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


.....

J Pyke FCA

Vale & West Chartered Accountants
Victoria House
26 Queen Victoria Street
Reading
Berkshire
RG1 1TG

Date: 22 December 2023

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

		31.03.23 Unrestricted Fund £	31.03.22 Total Funds £
	Notes		
INCOME AND ENDOWMENTS			
Donations and legacies		1,000	6,000
Charitable activities	3		
Charitable activities		<u>131,500</u>	<u>120,000</u>
Total		<u>132,500</u>	<u>126,000</u>
EXPENDITURE ON			
Charitable activities	4	31,636	12,650
Grants Payable	5	-	59,970
Support	6	<u>21,767</u>	<u>15,950</u>
Total		<u>53,403</u>	<u>88,570</u>
NET INCOME		79,097	37,430
RECONCILIATION OF FUNDS			
Total funds brought forward		<u>37,430</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD		<u>116,527</u>	<u>37,430</u>

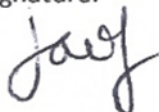
BALANCE SHEET

31 MARCH 2023

	Notes	31.03.23 Unrestricted Fund £	31.03.22 Total Funds £
CURRENT ASSETS			
Debtors	9	2,500	131,500
Cash at Bank		<u>116,756</u>	<u>42,260</u>
		119,256	173,760
CREDITORS			
Amounts falling due within one year	10	<u>(2,729)</u>	<u>(136,330)</u>
NET CURRENT ASSETS		<u>116,527</u>	<u>37,430</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		116,527	37,430
NET ASSETS/(LIABILITIES)		<u>116,527</u>	<u>37,430</u>
FUNDS	11		
Unrestricted Funds		<u>116,527</u>	<u>37,430</u>
TOTAL FUNDS		<u>116,527</u>	<u>37,430</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 12th December 2023 and were signed on its behalf by :

Signature:



Julia von Klonowski
Chair of Trustees

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

1. STATUTORY INFORMATION

The CyberHub Trust is a *Charitable Incorporated Organisation* registered with the Charity Commission in England & Wales. The registration and principal office address can be found on the reference and administrative details page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011*. The financial statements have been prepared under the historical cost convention.

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.

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.

Grants offered subject to conditions which have not been met at the year-end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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

3. INCOME FROM CHARITABLE ACTIVITIES

	31.03.23	31.03.22
	£	£
Grants Charitable activities	<u>131,500</u>	<u>120,000</u>

4. CHARITABLE ACTIVITIES COSTS

	31.03.23	31.03.22
	£	£
Advertising	18,756	6,030
Travelling and Subsistence	10,551	5,169
Information Technology	1,653	388
Other	<u>676</u>	<u>313</u>
	<u>31,636</u>	<u>11,900</u>

5. GRANTS PAYABLE

	31.03.23	31.03.22
	£	£
Grants to Higher Education Providers	<u>-</u>	<u>59,970</u>

6. SUPPORT COSTS

	31.03.23	31.03.22
	£	£
Management and administration	20,000	15,200
Accountancy	<u>1,767</u>	<u>1,500</u>
	<u>21,767</u>	<u>16,700</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no Trustees' remuneration or other benefits for the year ended 31 March 2023, nor for the year ended 31 March 2022.

Trustees' Expenses

Julia Klonowski was reimbursed £3,994 out of pocket expenses for travelling and subsistence.

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

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Fund £
INCOME AND ENDOWMENTS FROM	
Donation and Legacies	6,000
Charitable activities	
Charitable activities	<u>120,000</u>
Total:	<u>126,000</u>
EXPENDITURE ON	
Charitable activities	12,650
Grants Payable	59,970
Support	<u>15,950</u>
Total:	<u>88,570</u>
NET INCOME	37,430
TOTAL FUNDS CARRIED FORWARD	<u><u>37,430</u></u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.23 £	31.03.22 £
Trade Debtors	<u>2,500</u>	<u>131,500</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.03.23 £	31.03.22 £
Trade Creditors	250	2,200
Other Creditors	<u>2,479</u>	<u>134,130</u>
	<u>2,729</u>	<u>136,330</u>

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

11. MOVEMENT IN FUNDS

	At 01.04.22	Net Movement in funds	At 31.03.23
	£	£	£
Unrestricted Funds			
General Fund	37,430	79,097	116,527
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>37,430</u>	<u>79,097</u>	<u>116,527</u>

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

	Incoming Resources £	Resources Expended £	Movement in funds £
Unrestricted Funds			
General Fund	132,500	(53,403)	79,097
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>132,500</u>	<u>(53,403)</u>	<u>79,097</u>

Comparatives for Movement in Funds

	At 01.04.21	Net Movement in funds	At 31.03.22
	£	£	£
Unrestricted Funds			
General Fund	-	37,430	37,430
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>-</u>	<u>37,430</u>	<u>37,430</u>

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

	Incoming Resources £	Resources Expended £	Movement in funds £
Unrestricted Funds			
General Fund	126,000	(88,570)	37,430
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>126,000</u>	<u>(88,570)</u>	<u>37,430</u>

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

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 01.04.21	Net Movement in funds	At 31.03.23
	£	£	£
Unrestricted Funds			
General Fund	-	116,527	116,527
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>-</u>	<u>116,527</u>	<u>116,527</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above as follows:

	Incoming Resources £	Resources Expended £	Movement in funds £
Unrestricted Funds			
General Fund	258,500	(141,973)	116,527
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>258,500</u>	<u>(141,973)</u>	<u>116,527</u>

12. RELATED PARTY DISCLOSURES

Michael Klonowski

The CEO, Michael Klonowski, was reimbursed £9,415 out of pocket expenses for travelling and subsistence.

Digital Consulting Limited

Digital Skills Consulting Limited is a company controlled by Michael and Julia Klonowski. During the year, the charity paid the company £20,000 (2022 - £15,200) for management and administration services.

Appendix

AWS	Amazon Web Services
BCS	British Computer Society
BDC	Barking & Dagenham College
BIT Group	Bluescreen IT Ltd.
BMET	Birmingham Metropolitan College
CEO	Chief Executive Officer
CIO	Charitable Incorporated Organisation
DigiTech	Digital Technology
DSIT	Department for Science, Innovation and Technology
FE	Further Education (Colleges)
HBC	Hugh Baird College (Liverpool)
IoT	Institute of Technology
NCA	National Crime Agency
NCSC	National Cyber Security Centre
PSM	Phoenix Sport & Media (Group)
SCIoT	South Central Institute of Technology
SOC	Security Operations Centre
UX	User Experience
VAT	Value Added Tax
WM-RCCU	West Midlands Regional Cyber Crime Unit