

FutureDotNow

Annual Trustee Report and financial statements

Financial year ending 30th September 2022

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The trustees present their report and the financial statements of FutureDotNow for the period ended 30 September 2022.

Reference and administrative details

Registered charity name	FutureDotNow	
Charity registration number	1197358	
Registered office	Minerva House Edmund Halley Road Oxford Business Park Oxford OX4 4DQ	
Trustees	Sir Peter Estlin Camilla Drejer Jemma Waters	Chair
Independent Examiners of Accounts	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG	
Bank	HSBC Business Bank	

Objectives and activities

FutureDotNow was established in October 2019 and operated as a collective, incubated by Nominet, up until 5th January 2022, when we gained charitable status.

The charity's purpose, as set out in the Constitution, is **to advance education for the public benefit in the field of digital skills.**

We believe in a UK in which everyone has the Essential Digital Skills they need to thrive at work and prepare for our digital future. Our goal is to inspire and enable businesses to provide working-age adults (starting with their own workforce) with the opportunities they need to get to the digital starting line, benefitting their own prosperity and UK productivity.

To achieve impact at scale, we work with and through businesses, third-sector organisations, and devolved government, where the focus is for them to ensure their employees (and, where applicable, their customers and wider community) have digital confidence and capability, starting with the Essential Digital Skills.

Why this matters

The Essential Digital Skills gap in the UK workplace is holding us all back. It threatens personal prosperity and is damaging the UK's productivity and competitiveness. Millions are in the 'hidden middle', without the skills need to thrive today and prepare for our digital future.

The latest [Essential Digital Skills \(EDS\) for Work report](#) jointly authored by FutureDotNow and Lloyds Banking Group showed 59% (23.4 million) of the UK labour force is unable to do at least one of the 20 digital tasks industry and government have defined as essential for the workplace. The issue is not limited to disadvantaged groups, it impacts every sector at every level; for example, 33% of people who work in the Tech industry are lacking some of the basics. In addition, 20% of people of working age who are not in paid work cannot complete *any* of the essential digital work tasks suggesting digital skills are a significant barrier to joining the workforce.

These labour force skills gaps are already impacting individual prosperity, business productivity and resilience, and UK economic growth.

Our strategy

We review our aims, objectives, and activities each year and have regular strategy meetings to ensure we deliver impact. This report sets out what FutureDotNow has achieved in the last 12 months, and the benefits this activity has driven for the public benefit. We have referred to the Charity Commission's general guidance on public benefit when reviewing objectives and activities and in planning our future activities.

Our strategy is built on three pillars.

1. We create the impetus for change by creating a compelling case for action.
2. We help industry to take action through collaboration with others and having the tools to make an impact.
3. We build a movement and strong community, creating a space for members to learn from each other, and accelerate impact.

How we are creating the impetus for change.

The basic digital skills gap persists and is not widely recognised. One of our key roles is to drive awareness and understanding and we do this by bringing the issue to life through sharing new data and insights each year.

In 2022, FutureDotNow, in partnership with Lloyds and PwC launched a major new piece of research 'Unpacking the hidden middle', which provided the first analysis of digital skills of almost the entire working population of the UK -c.30.3 million people. It revealed the top 10 workplace digital tasks people most struggle with, identified who in the workforce is lacking these skills and what employers can do to help them to build basic digital capability. The report featured four new workplace personas, each representing between c.3.5m and c.17.5m people. Each persona type has different skill needs and motives to learn and the report drew out key recommendations on how to support each persona and broader 'quick wins' – where businesses could focus action to make maximum impact at pace.

FutureDotNow held flagship events throughout the year to help create the impetus for change. Our Senior Leaders Council met twice this year, convening c-suite leaders from different industries and disciplines. Their collective insight continues to shape our strategy. 'Collective Action for a Digital World' in November 2021 and 'Accelerate 2022' in May 2022 were key moments that brought together members and other stakeholders to discover new data and collaborate on how to take action.

FutureDotNow developed and strengthened partnerships with key stakeholders and influencers amplifying our mission to new and diverse audiences. This has included working with the Chartered Institute of Personnel and Development (CIPD) nationally to raise awareness of the basic digital skills gap with the People profession. CIPD CEO Peter Cheese was also a keynote speaker at Accelerate 2022. The RSA, through their Cities of Learning project in Bradford is embedding the EDS framework into local digital skill building activity, and we are working strategically with the RSA team to bring our insights into their Design for Life strategy.

Part of our Global Grant from Accenture is funding our work to activate regions on this issue. In July, FutureDotNow co-hosted a roundtable with Mayor Andy Burnham and Greater Manchester Combined Authority that brought private and voluntary sector leaders together to share best practice and seek out support for closing the Essential Digital Skills gap in the region. This has resulted in GMCA embracing the hidden middle opportunity within their strategies. This is an on-going project, however GMCA is already committed to improving the skills of

their staff and modelling good practice for the wider region, alongside inspiring other businesses and community organisations to act.

Helping industry to take action on essential digital skills.

FutureDotNow's unique position means it can bring businesses together who wouldn't otherwise connect, crossing sector and competitive boundaries. This is at the heart of how we work, from our Senior Leaders Council to individual projects with members. We encourage knowledge sharing and help avoid siloed working to accelerate action and impact.

FutureDotNow works with businesses to ensure they have access to the tools necessary to take action, are aware of best practice and can connect as a community. Our Digital Skills Directory brings together details of digital skills initiatives and providers across the UK, making it easy to identify the right provision for each organisation. Our Digital Skills Playbook helps businesses navigate their digital upskilling journey by offering guidance on relevant tools, services and best practice, whatever stage they're at on their journey.

Our Global Grant from Accenture is also funding a project to measure impact. The purpose is to develop FutureDotNow's ability to measure its own impact and help members quantify their impact. This project began late 2022 and the first milestone is to develop a theory of change, which will document the challenge, our role, how our collective activities lead to improved levels of Essential Digital Skills, and the impact of this on wider society.

Building a movement and strong community

In 2022, sponsored by a grant from Nominet, FutureDotNow launched the 'Building the Community' project, working with Service Design experts and members. Four community pilots tested different ways of sharing insight and encouraging conversation across the coalition.

Community onboarding was designed to help new members navigate the resources available and encouraged more participation in coalition activities. An online community space was developed to make it easy for members to connect and collaborate on the solutions to bridge the digital capability gap.

FutureDotNow hosts regular Learn and Solve events, with recent guests including PwC, Weir Group, Nationwide, iDEA, DWP and Barclays Digital Eagles, on topics such as skills baselining, the power of collaboration, and digital champions. These online events provide a platform for leading organisations to share their insight on overcoming common challenges organisations are likely to face. This encourages members to learn from each other about what works (and what doesn't) and uses the power of the network to find better solutions, faster.

Our Accelerate 2022 event, held in May, contextualised the Unpacking the hidden middle report through a dynamic and collaborative session, helping attendees (members and non-members) explore how the report findings were reflected in their own workplace, so they could prioritise action and identify opportunities to build digital skills.

Performance and achievements

Creating the impetus for change

Unpacking the hidden middle report inspired our members, influenced policy and most importantly, helped drive business action to improve the digital skills of the UK workforce.

Following the launch of the report, the conversation started to take hold across national media, with mentions of the report in several major outlets, exposing the issue at a national level, highlighting the case for change. In June 2022, the UK government published their Digital Strategy which provided recognition that 'upskilling the hidden middle requires a significant commitment from employers, individuals, third sector organisations, the Government'. FutureDotNow's CEO Liz Williams MBE was appointed to the Digital Skills Council, a new cross-sector body that aims to drive industry-led, Government-supported, action. The Council has established a workstream, led by Liz, focused on building a solid baseline of digital capabilities.

Our ongoing regional project funded by the Global Grant from Accenture has gained momentum and GMCA have work underway encouraging 'Essential Digital Skills' action from members of the Greater Manchester Good Employment Charter. This project is now gaining traction with other regional teams too, including West Yorkshire Combined Authority and Dorset City Council. The outcome of the project, due in 2023, will be regional blueprint for action, which will make it easier for regional bodies to build digital skills in their local context.

Help industry to take action.

Our Digital Skills Directory brings together details of digital skills initiatives and providers across the UK, making it easy to identify the right provision for each organisation. The FutureDotNow 'toolkit' provided to businesses was enhanced this year. Our Digital Skills Directory (which brings together details of digital skills initiatives and providers across the UK) moved from a PDF format to a dynamic, online searchable tool and has been enhanced with more content. Our Digital Skills Playbook (which signposts to businesses relevant tools, services and best practice, whatever stage they're at on their journey) was streamlined, making it easier to use and includes the latest data on the issue to help organisations build the business case for action.

The Unpacking the hidden middle report, produced in partnership with Lloyds and PwC, provided new insight designed to help businesses take action. It identified those capabilities most likely to be missing from the workforce, alongside action steps for business including quick wins for businesses wanting to make an impact on digital capability at pace, alongside pointers to prioritise the stages of their upskilling journey.

One project this year brought Barclays Digital Eagles together with construction retailer Travis Perkins and food service company Compass Group. Following their earlier work aligning their learning content to the Essential Digital Skills Framework, Barclays have now created learning pathways aligned to the top 10 skills gap across their Digital Wings platform – this is a tangible example of our latest report insights driving direct action. Using these pathways with employees from both Travis Perkins and Compass Group, both organisations are jump

starting digital upskilling for their teams. Crucially, this partnership pilot will also go on to help others, as we cascade learning to inform the upskilling programmes of other members.

Build a movement and strong community

This year we beta launched the upgraded FutureDotNow website, with improved design, navigation and accessibility making it easier for members to find the resources and information they need. The website has continued to develop and pro-bono user experience support from Accenture will see our web presence go from strength to strength in 2023.

The FutureDotNow coalition now has a reach of millions, with over 200 member companies. During the last year, membership has grown by over 20%, with new joiners including DWP, CIPD, Bouygues UK, Directline Group and the Co-operative Bank. These organisations are committed to accelerating the digital capability and confidence of their employees, customers, and wider community.

Growing membership remains a route to greater impact. As the coalition has grown, we've become more sophisticated in how we build relationships with members and drive action on the FutureDotNow pledge. This year we've connected more regularly with member organisations on a one-to-one basis and we've developed the DIGI Discussion Framework to ensure both parties get the most out of our regular KIT (keep-in-touch) sessions. DIGI helps shape the conversation by focusing on progress and the barriers companies might be facing. By gaining a broader picture of coalition activity we can identify common issues and join up similar or complimentary activity, as well as taking action on emerging themes.

Financial review

This is the first year of formal accounts as the CIO was established 5 January 2022. Our financial year ended 30 September 2022.

Income

FutureDotNow had a total income of £742,135.

We transferred £89,678 in unrestricted funds and £4,899 in assets from our incubator period hosted by Nominet. Additionally, we received £314,000¹ unrestricted income from our board members; £94,167 in-kind support from our board members; charitable grants from Nominet of £50,000 in restricted funds and Accenture Global Grant of £189,191 (\$250,000) of which £53,000 was restricted income. We also received £200 compensation for a banking error.

Expenditure

Our total expenditure was £299,654 which includes the £94,167 in-kind support. This total expenditure included £47,480 of restricted income and accrued expenditure not paid to suppliers before year end of £60,111.

¹ Unrestricted board income does not include £60,000 committed board donations for this financial year however, this was received after year end closure.

Summary

As of 30 September 2022, the charity had free and unrestricted funds of £386,961.

Restricted funds must be utilised on the projects agreed with the funders. Where projects span more than one financial accounting year, any restricted funds that have not been fully used in year must be carried forward to be expended in future years. At the end of this financial year, we are carrying forward £55,520 of restricted funds.

Investment policy

Aside from retaining a prudent amount in reserves each year (invested in our instant access bank account) to cover risks and provide working capital, the charity's funds are to be spent in the short term, so there are no funds for long-term investment.

Reserves policy

FutureDotNow's working reserves policy for this financial year was to hold unrestricted reserves to manage any risks, including but not limited to mitigating uncertainties in our funding levels and timing of deposits. These reserves are sufficient to meet the working capital requirements of the charity for six months covering salary payments and running costs. The amount was set as an average of £225,000. The reserves policy is reviewed annually by the Trustees at the beginning of the new financial year and in October 2022, in response to the charity's financial position and the economic climate, the decision was made to amend the reserves policy to hold unrestricted reserves to cover the cost to exit at £120,000.

At the time of writing, FutureDotNow's funding model remains largely reliant on six legal members to fund the running of the charity, however, given the current economic climate, organisations are naturally looking to streamline their investments and there is greater risk associated with this funding model. As a result, FutureDotNow is looking to diversify its funding streams and is now undergoing a review of its governance and partnership model. Whilst this review is underway, we are unable to confirm that we are a going concern; however, we are confident that we will achieve the funding required. In recent months, FutureDotNow was awarded a new grant from the Department for Science, Innovation & Technology and several partners have indicated their intention to provide funds for our next financial year.

Plans for future periods.

FutureDotNow's mission remains constant; it remains essential for all working-age adults to be equipped with the digital confidence and capability they need for a prosperous future.

In the coming year, FutureDotNow will continue to cement its position as the UK authority on the workforce essential digital skills gap. In 2023, we will launch an ambitious 'strategy for national action', providing a set of clear and measurable actions for business and government to enable the step-change the nation needs. We have been awarded funding from the Department for Science, Innovation & Technology, which will fund part of this work.

We will continue to deliver impact through our Accenture global grant funded projects. Delivering a blueprint for regional action, as well as a theory of change and set of impact measurement frameworks, which will focus efforts on the levers that drive scale impact and will support members to take action and evidence their impact.

In the immediate term, fundraising efforts are concentrated on the development of a refreshed and sustainable funding model to deliver our forward strategy.

Structure, governance, and management

FutureDotNow was established on 5th January 2022 as a charitable incorporated organisation (CIO) with its Constitution as the governing document. The CIO is run as an association model; the steering board is formed of legal member representatives and trustees, all of whom have voting rights.

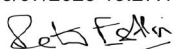
A scheme of delegation is in place and the day-to-day responsibility for the running of the charity sits with the Executive Office, comprising of the Chief Executive Officer and the Chief Operating Officer, however a number of reserved matters are delegated to the steering board, which includes responsibility for long term objectives, strategy and performance.

Under the requirements of the Constitution, the trustees at FutureDotNow are elected by the steering board and typically serve for a period of three years after which they can stand for re-election at the next Annual General Meeting. One trustee has a two-year term to avoid all trustee terms expiring at the same time. The trustees, which must number at least three and up to twelve in total, were elected from our board members. Future or additional trustees could be appointed to fill any required skills gaps on our board via open advertisement and, where appropriate, by using a recruitment agency with experience in recruiting charity trustees.

Trustees are provided with a copy of the constitution and any amendments made to it and a copy of the latest trustee report and statement of accounts. We will also tailor induction to meet their needs, which could include shadowing of senior staff or briefing sessions by the steering board.

The trustees' annual report was approved on 29th June 2023 and signed on behalf of the board by:

S P Estlin
18/07/2023 15:27:16



Sir Peter Estlin

Chair

Dated: 18/07/2023

Independent Examiners' Report

To the Trustees of FutureDotNow

I report to the trustees on my examination of the accounts of FutureDotNow for the period ended 30 September 2022.

Responsibilities and basis of report

As the charity trustees 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 charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

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.

A Epton
18/07/2023 17:51:02

18/07/2023

Anthony Epton

Anthony Epton BA FCA CTA FCIE

Goldwins

Chartered accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

Statement of financial activities

FutureDotNow

Statement of financial activities

For the period ended 30 September 2022

	Notes	Unrestricted £	Restricted £
Income from:			
Grants and donations	2	638,935	103,000
Other income		200	-
Total income		639,135	103,000
Expenditure on:			
Charitable activities	3	252,174	47,480
Total expenditure		252,174	47,480
Net income for the year	4	386,961	55,520
Net movement in funds		386,961	55,520
Reconciliation of funds:			
Total funds brought forward		-	-
Total funds carried forward		386,961	55,520

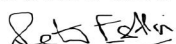
The attached notes form part of these accounts.

FutureDotNow**Balance sheet****As at 30 September 2022**

		2022	2022
	Notes	£	£
Fixed assets			
Tangible assets	6		5,833
Current assets			
Debtors	7	84,817	
Cash at bank		411,942	
		496,759	
Current liabilities			
Creditors: Amounts falling due within one year	8	(60,111)	
Net current assets			436,648
Total net assets			442,481
Funds	10		
Restricted funds			55,520
Unrestricted funds:			
General funds			386,961
Total funds			442,481

The statement of financial activities was approved on 29th June 2023 and signed on behalf of the board by:

S P Estlin
18/07/2023 15:27:16



Sir Peter Estlin

Chair

Dated: 18/07/2023

The attached notes form part of these accounts.

FutureDotNow**Statement of cash flows****For the period ended 30 September 2022**

	Note	2022
		£
Cash flows from operating activities		
Net cash provided by / (used in) operating activities	a	418,741
Cash flows from investing activities:		
Purchase of fixed assets		<u>(6,799)</u>
Net cash provided by / (used in) investing activities		<u>(6,799)</u>
Change in cash and cash equivalents in the period		411,942
Cash and cash equivalents at the beginning of the period		<u>-</u>
Cash and cash equivalents at the end of the period		<u>411,942</u>

a) Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2022
	£
Net income / (expenditure) for the reporting period	
(as per the statement of financial activities)	442,481
Depreciation	966
(Increase)/Decrease in debtors	(84,817)
(Decrease)/Increase in creditors	<u>60,111</u>
Net cash provided by / (used in) operating activities	<u>418,741</u>

b) Analysis of cash and cash equivalents

	At start of the period £	Cash Flow £	2022 £
Cash at bank and in hand	-	411,942	411,942
Total cash and cash equivalents	<u>-</u>	<u>411,942</u>	<u>411,942</u>

1 Accounting policies

Basis of preparation

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP FRS 102) and the Charities Act 2011.

The charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Going concern

FutureDotNow's funding model remains largely reliant on six legal members to fund the running of the charity, however, given the current economic climate, organisations are naturally looking to streamline their investments and there is greater risk associated with this funding model. As a result, FutureDotNow is looking to diversify its funding streams and is now undergoing a review of its governance and partnership model. Whilst this review is underway, we are unable to confirm that we are a going concern; however, we are confident that we will achieve the funding required. In recent months, FutureDotNow was awarded a new grant from the Department for Science, Innovation & Technology and several partners have indicated their intention to provide funds for our next financial year.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1 Accounting policies (continued)

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support the charitable programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated on their total direct costs and are set out in note 4.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Office equipment	20% on cost
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Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Pensions

The charity operates a stakeholder defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

FutureDotNow**Notes to the financial statements****For the period 30 September 2022****2 Income from donation and Grants**

	Unrestricted £	Restricted £	2022 Total £
Donations & Gifts in kind	502,746	-	502,746
Grants	136,189	103,000	239,189
	<u>638,935</u>	<u>103,000</u>	<u>741,935</u>

3 Analysis of expenditure

	2022 Total £
Staff costs	143,932
Design	3,950
Consultancy	125,474
Professional fees	1,440
IT and software costs	2,655
Training	1,175
Subscriptions	505
Travel	3,012
Postage and stationery	1,151
Insurance	4,599
Entertaining	4,553
Independent examination	3,000
Depreciation	966
Bank charges	36
Sundry	3,206
Total expenditure 2022	<u>299,654</u>

4 Net income for the year

	2022 £
This is stated after charging:	
Depreciation	966
Independent examiner's fee	<u>2,500</u>

5 Analysis of staff costs, trustees' remuneration and expenses, and the cost of key management personnel

	2022
Staff costs were as follows:	£
Salaries and wages	128,838
Social security costs	10,096
Employer's contribution to defined contribution pension schemes	4,998
	<u>143,932</u>

No employee received remuneration of more than £60,000 during the period.

The total employee benefits including pension contributions for the key management personnel were £69,400.

Staff numbers

The average number of employees (head count based on number of staff employed) during the period was as follows:

	2022 No.
Total	<u>7</u>

There were no trustees' remuneration or other benefits for the year ended 30 September 2022.
There were no trustees' expenses paid for the year ended 30 September 2022.

6 Tangible fixed assets

	Office equipment £
Cost	
At the start of the year	
Additions in year	<u>6,799</u>
At the end of the year	<u>6,799</u>
Depreciation	
At the start of the year	-
Charge for the year	<u>966</u>
At the end of the year	<u>966</u>
Net book value	
At the end of the year	<u>5,833</u>
At the start of the year	<u>-</u>

7 Debtors

	2022 £
Trade Debtors	84,817
	<u>84,817</u>

8 Creditors: amounts falling due within one year

	2022 £
Trade creditors	47,524
Accruals	3,000
Taxation and social security	9,587
	<u>60,111</u>

9 Analysis of net assets between funds

	Unrestricted	Restricted £	Total £
Fixed assets	5,833	-	5,833
Net current assets	381,128	55,520	436,648
Net assets	<u>386,961</u>	<u>55,520</u>	<u>442,481</u>

10 Movement in funds

	Transfer At 5 January 2022 £	Income £	Expenditure £	At 30 September 2022
Restricted Funds:				
Accenture Global	-	53,000	-15,000	38,000
Service Design	-	50,000	-32,480	17,520
Total restricted funds	<u>-</u>	<u>103,000</u>	<u>-47,480</u>	<u>55,520</u>
Unrestricted funds:				
General fund	-	639,135	-252,174	386,961
Total unrestricted funds	<u>-</u>	<u>639,135</u>	<u>-252,174</u>	<u>386,961</u>
Total funds	<u>-</u>	<u>742,135</u>	<u>-299,654</u>	<u>442,481</u>

11 Movement in funds (continued)**Restricted funds are for the following purposes:**

A portion of the Accenture global grant was restricted to fund a regional project. Recognising combined and local authorities can play a pivotal role in their region, this regions project working with GMCA has explored the how they can have a positive impact on their own workforce but also that of their regions businesses and communities in closing the EDS. The insight gained will be documented as a blueprint for use by other regions in the UK

The service design grant was restricted to fund two projects, the building a community project designed to increase member collaboration by establishing a strong member community resulting in greater collaboration, engagement, accountability, and action across the membership and to refresh and update the FutureDotNow website. Both projects have delivered phase 1 and move into the new financial year with phase two.

12 Related party transactions

There are no related party transactions to disclose for the period.



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