

# innov8 workshops

England & Wales · Charity number 1202112

## Details

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Other names	INNOV8 WORKSHOPS, MONKEY WORKSHOPS, MONKEY WORKSHOPS CIC
Status	Registered
Legal form	CIO
Registered	2023-02-28
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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## Activities

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**Objects:** For the public benefit, to advance in life and relieve the needs of vulnerable young people between the ages of 5 – 18 years old primarily “at risk” of or have already been excluded from mainstream school through:(a) The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;(b) Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

**Activities:** To improve the outcomes and prospects of vulnerable, disadvantaged and troubled young people by changing the direction they are heading in, helping them back into improved mental health, training, school, employment, and ultimately, social inclusion with the Suffolk community

## Classification

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- **How:** Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People

## Geography

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- Suffolk

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-08-31	£983,258	£905,905	£198,547	21
2024-08-31	£562,636	£406,171	£121,194	9
2023-08-31	£343,134	£401,135	-	-

## Trustees

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Name	Role	Appointed
<b>Philip John Shelley</b>	Chair	2023-02-28
Dr Esther Charlotte Borrett Dr		2025-10-29
Karen Louise Tate		2025-10-29
Nigel Charles Gore Gambier		2023-02-28

**innov8 workshops**

England & Wales - Charity number 1202112

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# Accounts

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Charity registration number 1202112 (England and Wales)

**INNOV8 WORKSHOPS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

# INNOV8 WORKSHOPS

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	P J Shelley N C G Gambier E Borrett K Tate	(Appointed 29 October 2025) (Appointed 29 October 2025)
<b>Charity number (England and Wales)</b>	1202112	
<b>Principal address</b>	Woodlands Business Park Rougham Industrial Estate Bury St Edmunds IP30 9ND	
<b>Independent examiner</b>	Zoe Plowman Ensors Saxon House Moseley's Farm Business Centre Fornham All Saints Bury St Edmunds IP28 6JY	

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# INNOV8 WORKSHOPS

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# INNOV8 WORKSHOPS

## CHAIRMAN'S STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2025

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This year's report tells a story of care, commitment and steady progress in the face of a national education landscape that continues to place extraordinary pressure on children, families and the professionals who support them. Against that backdrop, Innov8's work feels not only relevant, but essential.

First and foremost, I want to recognise the people at the heart of Innov8. Our staff work every day with children and young people whose experiences of education have often been shaped by trauma, exclusion and unmet need. The consistency, patience and compassion they bring to this work cannot be overstated. The outcomes described in this report; improved attendance, sustained engagement, growing confidence and positive next steps, are not accidental. They are the result of relationships built over time, of staff who show up, listen carefully, hold boundaries kindly and refuse to give up on the young people in their care.

Equally, the courage and resilience shown by the children and young people themselves deserves recognition. For many, simply attending regularly, trusting adults again, or attempting learning after long periods of disengagement represents a significant achievement. Innov8 creates the conditions in which these small but vital steps are possible, and this year's impact demonstrates just how transformative that can be.

From a governance perspective, the past year has been one of consolidation as well as growth. Innov8 has expanded provision across Primary, Post-16 and Outreach services while strengthening safeguarding practice, internal systems and financial resilience. Income growth and increased reserves have been managed responsibly, allowing for continued investment in staff, facilities and quality without losing sight of sustainability. The Board is quietly pleased with this progress, not because growth is an end in itself, but because it has been achieved while staying true to Innov8's values and relational approach.

I am particularly encouraged by the organisation's calm confidence about the future. Innov8 understands both its strengths and its limits. There is no rush to scale faster than quality allows; instead, there is a clear commitment to growing thoughtfully, maintaining high standards and responding flexibly to need. In a system that often moves too quickly for the children it serves, this measured approach is a strength.

Looking ahead, demand for Innov8's work is unlikely to lessen. Attendance challenges, exclusion and disengagement remain deeply embedded issues nationally. Yet this report gives genuine cause for optimism. It shows that when children are met with understanding, structure and belief, progress is possible. It shows that staff wellbeing and strong governance matter. And it shows that Innov8 is building a solid foundation from which to deepen its impact in the years to come.

On behalf of the Board, I would like to thank the staff team for their dedication, the children and young people for their trust, and the schools, families and partners who work alongside Innov8. We remain proud of what has been achieved this year, and calmly excited about what lies ahead.

  
[Philip Shelley \(Feb 23, 2026 17:31:48 GMT\)](#)  
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**Chairman**

**23/02/2026**  
Date: .....

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2025

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The trustees present their annual report and financial statements for the year ended 31 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

#### **Setting the Context: Why Our Work Matters**

England's education system is facing a sustained and deepening engagement challenge that affects hundreds of thousands of children and young people across the country. The scale of the issue is now visible in multiple official measures of attendance, engagement and exclusion.

- In autumn 2024, local authorities reported that 39,200 children of compulsory school age were missing education, meaning they were not on a school roll and were not receiving suitable education elsewhere. This figure has risen year-on-year and was about 6,200 higher than the previous autumn term.<sup>1</sup>
- Across the 2023–24 academic year, persistent absence (defined as missing 10% or more of school sessions) affected around 1.49 million pupils, or roughly 1 in 5 children.<sup>2</sup>
- More than 147,600 pupils in the 2024–25 autumn term were classed as *severely absent*, missing half or more of their school sessions, a number that has more than doubled compared with pre-pandemic levels.
- Across the same period, pupils with complex needs such as SEND were far more likely to be persistently or severely absent than their peers, illustrating how unmet need and systemic challenges intersect to produce disengagement.<sup>3</sup>
- Exclusion data for 2023–24 shows that disruptive behaviour was the most common recorded reason for permanent exclusion, and that suspensions and exclusions continued to rise across England.<sup>4</sup>
- These figures are not simply statistics, they reflect real children and young people who are struggling to engage with traditional education due to complex combinations of need, unmet support, mental health challenges, trauma, SEN and systemic barriers.<sup>5</sup>

In this context, Innov8 Workshops is responding to a gap in the current system. We exist because rising absence, disengagement and exclusion mean that many children cannot access or sustain engagement in mainstream education. Innov8 provides a relationship-led, trauma-informed alternative, where young people who have been missing out on education or repeatedly excluded can re-engage with learning, build resilience and progress toward positive outcomes.

1-Gov.uk – Children missing in education 09/05/24

2-Gov.uk – Children missing in education 09/05/24

3-Gov.uk – Children missing in education 09/05/24

4-Gov.uk: Pupil absence in schools in England 23/10/25

5-Gov.uk: Suspensions and permanent exclusions in England 15/12/25

By placing consistency, personal connection and flexibility at the centre of provision, Innov8 both *addresses the symptoms of disengagement* and *tackles its root causes*. Our work sits alongside, not apart from, the wider education system, helping to re-stabilise children's educational journeys at a crucial point in their lives.

#### **Year at a Glance (September 2024 - August 2025)**

Between September 2024 and August 2025, Innov8 Workshops continued to deliver high-impact alternative education, mentoring, and vocational provision to some of the most vulnerable children and young people across Suffolk. Demand for our services remained consistently high throughout the year, reflecting both the growing level of need locally and the trust placed in Innov8 by schools, the local authority, families, and partner agencies.

This year marked a period of consolidation as well as growth. Innov8 strengthened its internal systems, improved consistency in monitoring outcomes, and embedded trauma-informed practice, safeguarding and relationship-based education across the organisation.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Year at a Glance (September 2024 - August 2025) (continued)

Key highlights from the year include:

- Significant expansion of Primary and Post-16 provision, alongside sustained growth in Outreach.
- Continued investment in staff, facilities, training and technology to support quality, safeguarding and sustainability.
- A further significant increase in staff numbers to 20 by the end of the year including the adoption of a organisational structure that has prepared innov8 for further growth
- A 63% increase in income to over £980,000, which has allowed for significant investment across innov8 as well as building an increased reserve.

### Impact and Outcomes

Innov8's impact during 2024–25 is best understood through a combination of quantitative outcomes and qualitative change. Together, these demonstrate the scale, consistency and depth of support provided to children and young people who are unable to thrive in mainstream education.

#### Headline Outcomes

Across the year, Innov8 delivered:

- Support to over 100 children and young people each week across Primary, 11–16, Post-16 and Outreach provision
- Delivered over 17,000 hours of mentoring, vocational learning and outreach activity
- Attendance consistently between 85% and 91%, significantly above expectations for cohorts with histories of exclusion, anxiety, trauma and disrupted schooling
- Sustained engagement from students previously unable to access any formal or alternative education
- Post-16 progression, with 14 exam passes and two students moving on to college in September 2025

These figures reflect both the level of demand for Innov8's services and the effectiveness of a flexible, relationship-led approach to engagement.

#### Engagement and Attendance

Maintaining regular attendance is often one of the greatest challenges for young people who have disengaged from education. Against this backdrop, Innov8's attendance range of 85–91% represents a significant achievement.

These high attendance levels were supported by:

- Strong, trusting relationships between staff and students
- Flexible, personalised timetables
- A safe, non-institutional environment
- Consistent routines balanced with meaningful student choice

For many young people, improved attendance acted as the first indicator of wider progress, enabling re-engagement with learning, peers and trusted adults.

#### Wellbeing, Confidence and Behaviour

Student feedback gathered throughout the year from each mentoring session demonstrates consistently positive outcomes across key wellbeing and behavioral indicators. Average student-reported scores included:

- Wellbeing: 4.4–4.5
- Behavior: 4.5
- Engagement: 4.4
- Respect: 4.5
- Enjoyment: 4.5–4.6

These outcomes reflect Innov8's focus on emotional safety, trust, and self-determination, supporting autonomy, competence and connection. Progress is often seen in small but meaningful ways, such as improved emotional regulation, increased communication, and willingness to attempt new challenges.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Progression and Future Readiness

During 2024–25, Innov8 supported young people to take positive next steps aligned to their individual needs and aspirations. Outcomes included:

- Successful transitions from our Primary provision into specialist and mainstream settings for all children who came to innov8
- Increased engagement in Post-16 Functional Skills, life skills and employability pathways
- Two Post-16 students progressing into college in September 2025
- Increased confidence in community access, independence and work-related skills

While not all young people are immediately ready for formal education or employment, Innov8 plays a critical role in preparing them for future transitions by rebuilding confidence, stability and belief in themselves.

### What This Means

The outcomes achieved during 2024–25 demonstrate that when young people are met with understanding, consistency and respect, meaningful change is possible. Innov8's impact lies not only in academic or vocational outcomes, but in helping young people to re-engage with education, rebuild trust in adults, and begin to imagine a more positive future.

The evidence from this year provides a strong foundation for continued growth, expanded provision and deeper impact in the years ahead.

### Our Programmes and Services

During September 2024 – August 2025, Innov8 Workshops delivered a broad and carefully balanced range of programmes designed to meet the complex and varied needs of children and young people who are unable to thrive in mainstream education. All provision is underpinned by trauma-informed practice and a strong belief in the importance of relationships, structure and meaningful engagement.

Our programmes are designed not only to support academic or vocational learning, but to develop confidence, wellbeing, independence and future readiness. Each workshop contributes in a distinct way while reinforcing a shared organisational approach focused on autonomy, competence and connection.

### Primary Provision (Under 11s)

Innov8 Primary continued to develop during 2024–25, supporting children with significant emotional, behavioural and developmental needs who were struggling to access mainstream education. The focus of this provision is early intervention, supporting emotional literacy, regulation and trust at a critical stage in a child's development.

Through consistent, relationship-based support, children were helped to recognise and name emotions, develop self-regulation strategies and build positive routines. Interventions were tailored to individual needs and delivered in a calm, nurturing environment where children felt safe and understood.

Across the year, several children successfully transitioned from Innov8 Primary into specialist or mainstream settings. These transitions reflect sustained progress in wellbeing, confidence and readiness to re-engage with education.

### 11-16 Vocational Workshops

Our core 11–16 provision remained at the heart of Innov8's work throughout the year. These workshops provide young people with an alternative to traditional classroom learning, offering practical, hands-on experiences that build skills, confidence and motivation.

Young people accessing this provision often arrive with a history of exclusion, anxiety, unmet special educational needs or disrupted schooling. By removing many of the barriers associated with mainstream education, Innov8 creates opportunities for re-engagement and growth.

# **INNOV8 WORKSHOPS**

## **TRUSTEES' REPORT (CONTINUED)**

### ***FOR THE YEAR ENDED 31 AUGUST 2025***

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#### **Fitness and Wellbeing**

Fitness sessions continued to be one of the most impactful elements of Innov8's provision. The gym provides a safe and supportive environment where young people can engage in physical activity while also having space for open conversation and reflection.

Regular participation in fitness sessions contributed to: Improved mental health and emotional regulation, increased self-esteem and confidence, development of positive routines and coping strategies

For some students, engagement in fitness also opened up interest in future pathways such as personal training, sports coaching or gym-related employment.

#### **Bike and Mechanics Workshop**

The bike workshop offered valuable hands-on learning opportunities outside the traditional classroom environment. Through repairing, maintaining and assembling bikes, students developed practical mechanical skills alongside problem-solving, patience and resilience.

These sessions also encouraged teamwork and perseverance, helping young people experience success through tangible outcomes. In addition to workshop-based learning, bike rides and off-site activities supported mental wellbeing and confidence through physical activity and community engagement.

The skills developed through this workshop are transferable to a wide range of vocational pathways, including engineering, mechanics and technical trades.

#### **Art and Creative Workshops**

The art workshop provided an important outlet for emotional expression, creativity and identity-building. Many students find it easier to communicate feelings and experiences through creative mediums rather than words.

Through structured yet flexible creative sessions, students developed confidence, pride in their work and improved emotional regulation. The creative process also supported focus, persistence and self-reflection, contributing positively to overall wellbeing.

#### **Cookery and Life Skills**

Cookery sessions played a key role in developing practical life skills and independence. Students learned to follow instructions, manage time, work safely and hygienically, and collaborate with others.

Beyond the immediate practical skills gained, these sessions supported employability by introducing students to potential careers in hospitality, catering and food production. Many students also reported increased confidence in preparing food independently at home.

#### **Post-16 Provision**

Innov8's Post-16 provision continued to expand during 2024–25, supporting young people as they transition from compulsory education towards adulthood, independence and employment.

Post-16 sessions focused on Functional Skills in Maths and English, life skills, employability and personal development. The environment is intentionally adult-oriented, supporting young people to develop independence, responsibility and confidence.

Across the year, students demonstrated increased engagement with learning, improved attendance and growing confidence in planning for the future. Two students successfully progressed on to college in September 2025, reflecting the effectiveness of this provision in supporting positive next steps.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Outreach Provision

Outreach remained a vital and growing element of Innov8's services, particularly for young people who were not yet ready to access centre-based provision.

Delivered on a one-to-one or small-group basis, Outreach sessions are student-led and highly flexible, allowing mentors to meet young people where they are, both physically and emotionally. Activities often focus on community access, life skills, emotional regulation and relationship-building.

Outreach plays a crucial role in: Reducing isolation, building trust in adults, supporting reintegration into education or centre-based provision

The introduction of an accessible vehicle during the year further expanded opportunities for off-site learning and community engagement, particularly for young people with mobility needs.

### A Joined-Up Approach

While each programme has its own focus, Innov8's strength lies in the way these services work together. Young people often access multiple elements of provision as their confidence and needs evolve, allowing for flexible, personalised pathways.

This joined-up approach ensures that Innov8 can respond effectively to change, support progression at an individual pace, and deliver consistent, high-quality support across all age groups and services.

### Case Studies - Impact in Practice

The following case studies illustrate how Innov8's relationship-led, trauma-informed approach translates into meaningful outcomes for young people with complex needs. All names have been anonymised.

#### **Case Study 1 - Primary Provision: Building Emotional Literacy and Readiness to Learn**

LN joined Innov8 Primary with significant emotional, behavioral and academic needs that made it difficult for him to access mainstream education. At the start of his placement, LN struggled to recognise emotions, regulate his behavior, and respond appropriately in challenging situations.

Through consistent, trauma-informed support, LN made sustained progress across the year. Staff focused on helping him identify and name emotions, develop practical self-regulation strategies, and seek help appropriately when overwhelmed. Over time, LN became increasingly able to manage difficult situations and make positive choices.

Alongside emotional development, Innov8 provided targeted academic support to address significant gaps in phonics and reading while awaiting a specialist placement. A key milestone was LN achieving his long-term goal of reading independently, recently reading the full Book of the Week aloud with minimal support.

Strong communication with home supported stability beyond the setting, and Innov8 staff worked closely with external professionals to advocate for appropriate EHCP reviews. LN is now better prepared, emotionally and academically, for his next stage of education.

#### **Case Study 2 - 11-16 Provision: Re-engaging with Learning and Building Confidence**

J joined Innov8 after experiencing significant difficulties in secondary school and completing GCSEs without achieving English or Maths qualifications. Initially, J was highly guarded, avoided interaction with peers, and struggled to engage with learning.

Through consistent support and careful adjustments to learning tasks, staff identified unmet needs not fully reflected in J's EHCP, including the need for broken-down text, visual overlays and alternative ways of recording work. Once these barriers were addressed, J began to engage more confidently and work independently.

Over time, J's confidence and resilience grew. She now participates in group activities, has built positive relationships with peers and staff, and has developed a clearer sense of future goals. J has re-engaged with reading, contributed to choosing new books for Post-16 provision, and successfully applied for a part-time job independently.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### **Case Study 2 - 11-16 Provision: Re-engaging with Learning and Building Confidence (continued)**

This journey highlights the impact of personalised support and the importance of listening to young people's experiences and preferences.

### **Case Study 3 - 11-16 Provisions: Practical Skills and Positive Identity**

L attends Innov8's vocational workshops and has shown strong engagement, particularly in cookery and outreach sessions. Structure and predictability are key to L's success; knowing what to expect and having the right resources in place helps him feel secure and focused.

L takes pride in preparing food for others and values feedback on his work. Through these sessions, he has developed confidence, teamwork skills and a strong sense of achievement. L has expressed clear ambitions to work in catering in the future, including aspirations to run his own food truck.

While L can sometimes be influenced by peers, ongoing wellbeing check-ins and consistent support from trusted adults have helped him develop greater self-awareness and resilience. Innov8 provides a positive environment where L feels valued, motivated and able to build towards his future goals.

### **Case Study 4 - Post-16 Provision: Developing Independence and Future Aspirations**

O joined Innov8 Post-16 after struggling with anxiety linked to formal examinations, which led to disengagement despite strong academic ability. The pressure of exams resulted in frustration and emotional distress, preventing him from completing exam preparation.

At Innov8, O benefited from a structured yet low-pressure environment. Predictable routines, clear expectations and advance knowledge of lesson content helped reduce anxiety and increase engagement. O has since built positive peer relationships and engages confidently across sessions.

By removing high-stakes pressure and focusing on confidence, wellbeing and skills development, Innov8 enabled O to re-engage with learning and begin exploring future pathways at a pace that feels manageable and supportive.

### **Case Study 5 - Outreach Provision: Building Trust and Community Access**

Some young people are not initially ready to access centre-based provision. Outreach plays a critical role in engaging these students through flexible, one-to-one support in the community.

Through Outreach mentoring, students are supported to build trust in adults, develop life skills and gradually increase confidence in accessing public spaces. Sessions are student-led, allowing young people to work at their own pace while being gently encouraged to step beyond their comfort zones.

For many, Outreach acts as a bridge back into education or Innov8 centre-based provision, reducing isolation and supporting long-term re-engagement.

### **What These Stories Show**

Together, these case studies demonstrate that Innov8's impact lies not in a single intervention, but in a consistent, personalised approach that values relationships, listens to young people, and adapts support to meet individual needs. The outcomes achieved across Primary, 11-16, Post-16 and Outreach provision illustrate how meaningful change is possible when young people are supported with patience, respect and belief in their potential.

### **The People Behind Our Work**

Innov8's impact is delivered through people, a skilled, committed and compassionate staff team supported by strong governance and a culture that values relationships, professionalism and wellbeing.

Many of the children and young people we support arrive with a history of disrupted education, trauma and low trust in adults. For this reason, consistent relationships are not a "nice to have"; they are essential to progress. The quality of Innov8's work is directly linked to the ability of staff to combine warmth with clear boundaries, maintain high expectations, and deliver trauma-informed practice day after day.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Our Team and Growth

During 2024–25, Innov8 experienced significant growth in its staff team, reflecting the expansion of provision across Primary, 11–16, Post-16 and Outreach services.

Over the past year:

- The team grew substantially to more than 20 members by the end of the year to support increased numbers of young people and expanded hours of delivery
- New specialist roles were introduced across mentoring, outreach, Post-16 learning support and safeguarding
- Capacity was strengthened to ensure quality and consistency as provision scaled

This growth enabled Innov8 to maintain small group sizes, personalised support and strong relationships, even as demand increased.

### Roles and Expertise

Innov8's multidisciplinary team includes:

- Youth mentors and outreach practitioners delivering relationship-based, community-focused support
- Workshop tutors delivering vocational and practical learning (including fitness, cookery, bike/mechanics, creative and life skills)
- Functional Skills and Post-16 learning support staff
- Safeguarding and pastoral leadership
- Operational and administrative staff supporting coordination, systems, finance and compliance

Across all roles, staff share a commitment to unconditional positive regard, clear structure and consistency.

### Developing Skills and Quality

High-quality provision depends on continuous professional development. Throughout the year, Innov8 invested in staff training to ensure safe, effective practice and consistent standards across a growing organisation.

Training and development included:

- Safeguarding and child protection
- Trauma-informed practice and de-escalation
- Contextual safeguarding and online safety
- First aid and health and safety
- Reflective practice and supervision

This commitment to learning supports staff confidence and ensures young people receive high-quality, informed support.

### Staff Voices

Staff reflections highlight the strength of Innov8's culture and the importance placed on relationships, support and professional trust:

"From the moment you join, you feel welcomed, nothing is ever too much trouble. Building trusting relationships with students is at the heart of everything we do."

"Progress here is often measured in small but meaningful steps, improved attendance, engagement or emotional regulation, and those moments are incredibly rewarding."

"Innov8 is a place where staff are genuinely supported. If you have a problem, either with students or personal matters, there is always someone to talk to."

These reflections reflect a consistent theme: Innov8 is a setting where staff feel valued, supported and able to do their best work.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### What Schools and Professionals Say

Feedback from schools and professionals reinforces the value of Innov8's work and the quality of relationships staff build with young people:

"Your staff are so engaged with the children in their care. You have clearly built an exceptional team."

"What an amazing provision you have set up, which is making such a difference to so many young people."

Schools consistently report that Innov8 provides a safe, structured and responsive environment for young people who are unable to engage elsewhere.

### Staff Wellbeing and Sustainability

Working with complex needs can be emotionally demanding. Innov8 prioritises staff wellbeing through strong supervision, open communication and access to leadership.

In a sector facing significant recruitment and retention challenges, Innov8 remains committed to being a workplace where staff are developed and supported, recognising that when staff wellbeing is protected, young people benefit.

### Safeguarding, Wellbeing and Risk Management

Safeguarding sits at the heart of Innov8 Workshops' work. The children and young people we support are among the most vulnerable in the education system, and many present with complex needs linked to trauma, adverse childhood experiences, mental health challenges and social disadvantage. As a result, Innov8 manages a high volume of safeguarding concerns and multi-agency involvement as part of its day-to-day practice.

### Safeguarding Culture and Practice

Innov8 maintains a strong safeguarding culture in which the welfare of children and young people is the highest priority. Safeguarding is understood as everyone's responsibility and is embedded across all programmes, settings and roles.

Key features of our safeguarding approach include:

- Clear safeguarding policies aligned with statutory guidance and reviewed regularly
- Designated Safeguarding Leads (DSLs) with appropriate training and experience
- Robust procedures for recording, reporting and escalating concerns
- A trauma-informed approach that recognises the impact of lived experience on behaviour
- Consistent supervision and support for staff managing complex cases

Safeguarding concerns are logged, monitored and reviewed using secure systems, enabling patterns and emerging risks to be identified early and addressed appropriately.

### Multi-Agency Working

During 2024–25, Innov8 worked closely with a wide range of external agencies, reflecting both the vulnerability of the cohort and the effectiveness of safeguarding processes.

This included engagement with:

- Early Help services
- Children in Need (CIN) and Child Protection (CP) teams
- Police and Youth Justice Services
- Mental health and therapeutic services
- Schools, colleges and local authority professionals

Innov8 plays an active role in professional meetings, information sharing and coordinated planning, ensuring that young people receive joined-up support across education, health and social care.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Staff Training and Support

Given the complexity of the work, staff training and wellbeing are critical to maintaining high safeguarding standards. Throughout the year, Innov8 invested in ongoing professional development, including:

- Safeguarding and child protection training
- Trauma-informed practice and de-escalation strategies
- Contextual safeguarding and online safety
- Regular safeguarding updates and refreshers

Staff receive regular supervision and have access to senior support when managing emotionally demanding situations. This ensures that safeguarding responsibilities are carried out consistently, safely and with professional confidence.

### Risk Management

Innov8's Trustees and leadership team actively monitor organisational risk, with safeguarding remaining a standing agenda item at Trustee meetings. Other key risk areas include:

- Health and safety
- Staff wellbeing and capacity
- Financial sustainability
- Cyber and data security

Risk registers are reviewed regularly, and mitigation strategies are updated in response to organisational growth and changes in provision.

### What This Means

Innov8's safeguarding approach enables young people to feel safe, listened to and respected—often for the first time in an educational setting. Strong safeguarding practice not only protects children from harm, but also creates the conditions necessary for learning, trust and positive change.

By combining clear procedures, skilled staff and effective multi-agency working, Innov8 ensures that safeguarding remains a strength of the organisation as it continues to grow and support increasing numbers of children and young people.

### Governance and Leadership

Innov8 Workshops is governed by a committed and experienced Board of Trustees who are responsible for setting the strategic direction of the organisation, ensuring strong governance, and safeguarding the charity's long-term sustainability. The Board works closely with the senior leadership team to provide effective oversight while supporting the organisation to grow responsibly and maintain high standards of provision.

### Role of the Trustees

The Trustees have collective responsibility for ensuring that Innov8:

- Delivers public benefit in line with its charitable objects
- Operates in compliance with legal and regulatory requirements
- Maintains robust safeguarding and risk management arrangements
- Manages its finances responsibly and transparently
- Sets and reviews strategic priorities

Trustees meet regularly throughout the year, with safeguarding, financial performance and organisational risk forming standing agenda items. This ensures that key areas of responsibility receive consistent oversight.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Board Composition and Skills

The Board brings together a range of skills and professional experience, supporting effective decision-making and challenge. Trustees contribute expertise across areas such as education, safeguarding, finance, leadership and governance.

During the year, the Board continued to review its composition to ensure it remains fit for purpose as Innov8 expands. New trustees were appointed to strengthen capacity and diversity of skills, supporting the organisation's increasing scale and complexity.

### Leadership and Management

Day-to-day management of Innov8 is delegated to the senior leadership team, who are responsible for operational delivery, staff management and implementation of the charity's strategy.

Clear lines of accountability ensure that operational decisions are made efficiently while remaining aligned with trustee oversight. Regular reporting to the Board enables trustees to monitor performance, impact and risk, and to provide appropriate support and challenge.

### Policies, Controls and Assurance

Innov8 maintains a comprehensive suite of policies covering safeguarding, health and safety, finance, data protection, IT security and staff conduct. These policies are reviewed regularly and updated to reflect changes in guidance, legislation and organisational growth.

Financial controls are in place to ensure proper oversight of income and expenditure, with regular reporting to trustees and independent examination providing additional assurance.

### Commitment to Good Governance

Innov8 is committed to continuous improvement in governance practice. Throughout the year, the Board reviewed governance arrangements, strengthened internal controls and refined risk registers to reflect the evolving nature of the organisation.

This commitment ensures that Innov8 remains well-governed, transparent and accountable as it continues to respond to increasing demand and deliver high-quality support to children and young people.

Strong governance provides the foundation on which Innov8 can grow with confidence, ensuring that impact, safeguarding and sustainability remain central to everything the organisation does.

### Financial Review

#### Overview

Innov8 Workshops continued to strengthen its financial position during the year ended 31 August 2025, building on the progress made in 2023–24 and reflecting a year of sustained growth, consolidation and increased impact.

Compared to the previous year, Innov8 operated at significantly greater scale while maintaining strong financial control. Increased commissioned activity, prudent cost management and continued investment in people and infrastructure enabled the organisation to respond to rising demand while improving its overall financial resilience.

#### Income - Year-on-Year Growth

Total income for the year amounted to **£983,258** representing a substantial increase on the previous year (**£602,636** in 2023–24).

This growth reflects:

- Expansion of commissioned provision with Suffolk County Council and schools
- Increased hours of delivery across Primary, 11–16, Post-16 and Outreach services
- Strong retention of commissioning relationships alongside new referrals

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Income - Year-on-Year Growth (continued)

Income was primarily derived from:

- **£926,645** from commissioned provision funded by Suffolk County Council and schools
- **£56,613** from grants and donations

While grant and donation income remained broadly consistent year-on-year, the most significant growth continued to come from commissioned provision. This provides Innov8 with a stable and predictable funding base, supporting forward planning and sustainable growth.

### Expenditure - Investing in Delivery and Capacity

Total expenditure for the year was **£905,905** compared to **£446,953** in 2023–24. This increase reflects deliberate and necessary investment to support expanded provision.

Key drivers of increased expenditure included:

- Growth in staffing levels to meet increased demand
- Expanded workshop and outreach delivery
- Higher premises and utilities costs associated with increased space and usage
- Continued investment in safeguarding, training and professional development
- Ongoing investment in equipment, technology and digital systems

Despite operating at significantly greater scale, Innov8 maintained strong cost control, ensuring that expenditure growth directly supported frontline delivery and organisational capacity.

### Surplus and Financial Performance

The charity generated a surplus of **£77,353** during the year, compared to a surplus of **£155,683** in 2023–24.

While the surplus reduced year-on-year, this reflects planned reinvestment into services, staff and infrastructure rather than any weakening of financial performance. Importantly, Innov8 continued to operate in surplus while significantly expanding its provision.

### Reserves - Strengthening Financial Resilience

At 31 August 2025, Innov8 held reserves of **£198,547**, compared to **£121,194** at 31 August 2024.

This growth in reserves demonstrates:

- Improved financial stability
- Increased capacity to manage risk and uncertainty
- Greater resilience to funding or commissioning changes

The Trustees have set a long-term target of holding reserves equivalent to approximately two months' operating costs (between £140,000 and £200,000). The current reserves position places Innov8 slightly above this target range, providing confidence while recognising the need to continue careful financial planning as the organisation grows.

### Balance Sheet Summary

As at 31 August 2025:

- Fixed assets: **£148,571** (2024: £80,494)
- Cash at bank: **£123,065** (2024: £76,632)
- Debtors: **£11,156** (2024: £7,500)
- Current liabilities: **£84,245** (2024: £43,432)
- Net assets: **£198,547** (2024: £121,194)

The increase in fixed assets reflects continued investment in facilities, equipment and infrastructure to support expanded delivery.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Financial Outlook

The Trustees consider Innov8 to be financially stable and well-positioned to meet its ongoing commitments. Compared to the previous year, Innov8 now operates with:

- Greater scale of delivery
- Stronger reserves
- Improved financial resilience

Continued demand for provision, strong commissioning relationships and prudent financial management provide confidence in the charity's ability to operate as a going concern.

Looking ahead, Innov8 will continue to balance growth with sustainability, ensuring that financial decisions remain aligned with its mission to support vulnerable children and young people across Suffolk.

### Objectives and Activities

Innov8 Workshops exists to improve the outcomes and life chances of children and young people who are unable to thrive in mainstream education. Many of those supported face significant barriers including trauma, social and emotional needs, unmet special educational needs, exclusion from school and disrupted home circumstances.

The charity's objective is to provide safe, inclusive and flexible alternative provision that supports wellbeing, confidence, independence and progression. Innov8 delivers this through relationship-led, trauma-informed mentoring combined with practical, vocational and life-skills-based learning.

During the reporting period, Innov8 delivered provision across:

- Primary (Under 11s)
- 11–16 vocational and mentoring programs
- Post-16 transition and employability provision
- Outreach support delivered in the community

### Public Benefit

The Trustees confirm that they have complied with their duty under section 17 of the Charities Act 2011 to have due regard to public benefit guidance when exercising their powers.

Innov8 provides clear public benefit by supporting children and young people who are at risk of exclusion, disengagement from education and poor long-term outcomes. Through early intervention, alternative education and personalised support, the charity helps reduce isolation, improve wellbeing and increase future opportunities for education, training and employment.

### Achievements and Performance

The year ended 31 August 2025 was one of significant growth and consolidation for Innov8 Workshops. Building on progress made in the previous year, the charity expanded provision across multiple age ranges while strengthening internal systems, safeguarding practice and governance.

Key achievements included:

- Supporting over 100 children and young people each week
- Maintaining attendance levels between 85% and 91%
- Expanding Primary and Post-16 provision
- Sustained growth in Outreach delivery
- Successful Post-16 progression into college for two students
- Continued investment in staff training, safeguarding and facilities

These achievements reflect both the growing level of need locally and the effectiveness of Innov8's model of support.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### Financial Review and Reserves

The Trustees have reviewed the charity's financial performance and position for the year. Innov8 reported total income of £983,258 and expenditure of £905,905, generating a surplus of £77,353.

At the year end, reserves stood at £198,547. The Trustees have set a reserves target equivalent to approximately two months' operating costs and consider the current level of reserves to be appropriate to manage risk, support continuity of provision and enable sustainable growth.

### Principal Risks and Uncertainties

The Trustees regularly review the principal risks facing the charity and the measures in place to mitigate them. Key risks include:

- Safeguarding and wellbeing of children and young people
- Staff wellbeing and capacity
- Financial sustainability
- Health and safety
- Data protection and cyber security

Safeguarding remains a standing agenda item at Trustee meetings, and risk registers are reviewed regularly to ensure emerging risks are identified and managed effectively.

### Plans for the Future

Looking ahead, the Trustees aim to build on the strong foundations established during 2024–25. Priorities for the coming year include:

- Managing growth sustainably while maintaining quality
- Further development of Primary and Post-16 provision
- Continued expansion of Outreach support
- Ongoing investment in staff development and safeguarding
- Strengthening systems to evidence impact and outcomes

The Trustees are confident that Innov8 is well positioned to continue delivering meaningful impact for children and young people across Suffolk.

### Structure, Governance and Management

Innov8 Workshops is governed by a Board of Trustees who are responsible for the strategic direction, financial oversight and governance of the charity.

The Trustees meet regularly and delegate day-to-day management to the senior leadership team. Clear lines of accountability ensure effective operational delivery while maintaining strong trustee oversight.

P J Shelley

N C G Gambier

E Borrett

K Tate

T Selvey

(Appointed 29 October 2025)

(Appointed 29 October 2025)

(Resigned 4 December 2025)

**INNOV8 WORKSHOPS**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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The trustees' report was approved by the Board of Trustees.

  
Philip Shelley (Feb 23, 2026 17:31:48 GMT)

.....

P J Shelley  
**Trustee**

Date: **23/02/2026**  
.....

# INNOV8 WORKSHOPS

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INNOV8 WORKSHOPS

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I report to the trustees on my examination of the financial statements of innov8 Workshops (the charity) for the year ended 31 August 2024

### Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

### Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 130 of the Charities Act 2011;  
or
- 2 the financial statements do not accord with those records.

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 financial statements to be reached.

Zoe Plowman FCCA

### Ensors

Saxon House  
Moseley's Farm Business Centre  
Fornham All Saints  
Bury St Edmunds  
IP28 6JY  
Date: .....25/02/2026

# INNOV8 WORKSHOPS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>Income from:</b>							
Donations and legacies	3	19,817	36,796	56,613	67,545	40,000	107,545
Charitable activities	4	926,645	-	926,645	495,091	-	495,091
<b>Total income</b>		946,462	36,796	983,258	562,636	40,000	602,636
<b>Expenditure on:</b>							
Charitable activities	5	898,325	7,580	905,905	406,171	40,782	446,953
<b>Total expenditure</b>		898,325	7,580	905,905	406,171	40,782	446,953
<b>Net income</b>		48,137	29,216	77,353	156,465	(782)	155,683
Transfers between funds		-	-	-	(782)	782	-
<b>Net movement in funds</b>	7	48,137	29,216	77,353	155,683	-	155,683
<b>Reconciliation of funds:</b>							
Fund balances at 1 September 2024		121,194	-	121,194	(34,489)	-	(34,489)
<b>Fund balances at 31 August 2025</b>		169,331	29,216	198,547	121,194	-	121,194

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# INNOV8 WORKSHOPS

## BALANCE SHEET

AS AT 31 AUGUST 2025

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	Notes	2025		2024	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		148,571		80,494
<b>Current assets</b>					
Debtors	12	11,156		7,500	
Cash at bank and in hand		123,065		76,632	
		<u>134,221</u>		<u>84,132</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(84,245)</u>		<u>(43,432)</u>	
<b>Net current assets</b>			<u>49,976</u>		<u>40,700</u>
<b>Total assets less current liabilities</b>			<u>198,547</u>		<u>121,194</u>
<b>The funds of the charity</b>					
Restricted income funds	16	29,216		-	
Unrestricted funds	17	169,331		121,194	
		<u>198,547</u>		<u>121,194</u>	

The financial statements were approved by the trustees on .....23/02/2026

  
[Philip Shelley \(Feb 23, 2026 17:31:48 GMT\)](#)

P J Shelley  
Trustee

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

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### 1 Accounting policies

#### Charity information

innov8 Workshops is an unincorporated charity.

#### 1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Donations are 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.

Grants received of a revenue nature are credited in the period to which they relate.

Income from trading activities relates to funded fees received from schools and local councils. Income is included within the accounts as received in relation to the period which it relates.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### 1 Accounting policies (Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	10% - Straight Line Basis
Fixtures and fittings	25% - Straight Line Basis
Motor vehicles	33% - Straight Line Basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 1 Accounting policies (Continued)

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	19,817	-	19,817	46,345	-	46,345
Grants	-	36,796	36,796	21,200	40,000	61,200
	<u>19,817</u>	<u>36,796</u>	<u>56,613</u>	<u>67,545</u>	<u>40,000</u>	<u>107,545</u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Other trading activities</b>		
Workshop income	926,645	495,091
	<u>          </u>	<u>          </u>

### 5 Expenditure on charitable activities

	Workshop expenditure 2025 £	Workshop expenditure 2024 £
<b>Direct costs</b>		
Staff costs	593,090	277,984
Insurance	8,452	7,344
Rent and rates	89,733	51,114
Subcontractors	26,823	6,294
Consultancy	5,842	17,542
Light and heat	19,729	8,955
Telephone	3,669	2,906
Sundry expenses	19,378	2,637
Training	12,847	9,061
Consumables	22,830	15,306
	<u>          </u>	<u>          </u>
	802,393	399,143
<b>Share of support and governance costs (see note 6)</b>		
Support	56,798	22,955
Governance	46,714	24,855
	<u>          </u>	<u>          </u>
	905,905	446,953
	<u>          </u>	<u>          </u>
<b>Analysis by fund</b>		
Unrestricted funds	898,325	406,171
Restricted funds	7,580	40,782
	<u>          </u>	<u>          </u>
	905,905	446,953
	<u>          </u>	<u>          </u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 6 Support costs allocated to activities

	2025 £	2024 £
Management	10,741	9,304
Professional	42,904	10,090
Information technology	3,153	3,561
Governance costs	46,714	24,855
	<u>103,512</u>	<u>47,810</u>

#### Analysed between:

Workshop expenditure	<u>103,512</u>	<u>47,810</u>
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#### Governance costs comprise:

	2025 £	2024 £
Depreciation	34,138	16,837
Independent Examination fees	7,200	3,540
Accountancy	5,256	4,315
Bank charges	120	163
	<u>46,714</u>	<u>24,855</u>

### 7 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	7,200	3,540
Depreciation of owned tangible fixed assets	<u>34,138</u>	<u>16,837</u>

### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

There were no trustees' expenses paid for 2025 (2024: none).

### 9 Employees

The average monthly number of employees during the year was:

2025 Number	2024 Number
<u>21</u>	<u>9</u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

<b>9</b>	<b>Employees</b>	<b>(Continued)</b>	
	<b>Employment costs</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
	Wages and salaries	539,628	253,077
	Social security costs	43,790	19,315
	Other pension costs	9,672	5,592
		<u>593,090</u>	<u>277,984</u>

There were no employees whose annual remuneration was more than £60,000.

### 10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

### 11 Tangible fixed assets

	<b>Leasehold land and buildings</b>	<b>Fixtures and fittings</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>				
At 1 September 2024	67,486	31,314	6,780	105,580
Additions	66,293	24,479	11,445	102,217
	<u>133,779</u>	<u>55,793</u>	<u>18,225</u>	<u>207,797</u>
<b>Depreciation and impairment</b>				
At 1 September 2024	12,669	10,159	2,260	25,088
Depreciation charged in the year	14,115	13,948	6,075	34,138
	<u>26,784</u>	<u>24,107</u>	<u>8,335</u>	<u>59,226</u>
<b>Carrying amount</b>				
At 31 August 2025	<u>106,995</u>	<u>31,686</u>	<u>9,890</u>	<u>148,571</u>
At 31 August 2024	<u>54,817</u>	<u>21,157</u>	<u>4,520</u>	<u>80,494</u>

### 12 Debtors

	<b>2025</b>	<b>2024</b>
<b>Amounts falling due within one year:</b>	<b>£</b>	<b>£</b>
Trade debtors	3,656	-
Other debtors	7,500	7,500
	<u>11,156</u>	<u>7,500</u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 13 Loans and overdrafts

	2025 £	2024 £
Other loans	20,000	20,000
Payable within one year	20,000	20,000

The loans are unsecured. There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.

### 14 Creditors: amounts falling due within one year

	2025 £	2024 £
Borrowings	20,000	20,000
Other taxation and social security	48,328	13,655
Trade creditors	1,075	-
Accruals and deferred income	14,842	9,777
	84,245	43,432

### 15 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	9,672	5,592

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2024	Incoming resources	Resources expended	Transfers	At 31 August 2025
	£	£	£	£	£
St Edmundsbury Cathedral	-	10,000	(3,815)	-	6,185
West Suffolk HAF Summer 2025 funding	-	3,461	(3,461)	-	-
Building Resilience and Nutrition Grant Fund	-	1,750	-	-	1,750
PCC	-	20,000	-	-	20,000
Co-op Community Cares Grant making Programme	-	1,585	(304)	-	1,281
	<u>-</u>	<u>36,796</u>	<u>(7,580)</u>	<u>-</u>	<u>29,216</u>
	<u><u>-</u></u>	<u><u>36,796</u></u>	<u><u>(7,580)</u></u>	<u><u>-</u></u>	<u><u>29,216</u></u>
<b>Previous year:</b>	<b>At 1 September 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 August 2024</b>
	£	£	£	£	£
Funding from Suffolk Community Foundation through Suffolk Police & Crime Commissioner's Fund	-	40,000	(40,782)	782	-
	<u>-</u>	<u>40,000</u>	<u>(40,782)</u>	<u>782</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>40,000</u></u>	<u><u>(40,782)</u></u>	<u><u>782</u></u>	<u><u>-</u></u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### 16 Restricted funds

(Continued)

#### St Edmundsbury Cathedral

The charity has been awarded £10,000 from St Edmundsbury Cathedral. The purpose of the grant is to relieve sickness for the public benefit by making Grants to organisations providing treatment, care or support to sick or disabled persons in West Suffolk. innov8 have agreed with St Edmundsbury Cathedral that the grant will be used to purchase a motor vehicle which will make innov8 more accessible to disabled persons.

The expenses in the year relate to depreciation of the fixed asset purchased.

#### West Suffolk HAF

The charity has been awarded £3,460 from West Suffolk Council to make free places and meals at holiday clubs available in Easter, Summer and Christmas School holidays in 2025. The Holiday Activities and Food (HAF) program is a Department for Education-funded scheme delivered locally by West Suffolk Council on behalf of Suffolk County Council.

Due to the timing of the grant receipt, there has been no spend during the financial year. The full grant will carry forward for use in the Christmas school holidays in 2025.

#### Building Resilience and Nutrition Grant Fund

The charity has been awarded £1,750 from West Suffolk Council in relation to the building resilience and nutrition grant fund. The grant is to support community groups in enhancing the sustainability of local food systems.

The outcomes of the grant are for students to be able to cook and try grown food and take home recipes. Students will also learn horticultural skills. The expected outputs of the grant are the production of a recipe book, production of raised beds and planted fruit trees and improved wellbeing of students.

Due to the timing of the grant receipt, there has been no spend during the financial year.

#### Funding from Suffolk Community Foundation through

The charity has been awarded £20,000 from the Suffolk Community Foundation through the Suffolk Police & Crime Commissioner's Fund. The funding has been awarded towards project Pine, a project to double their wellbeing and vocational skills provision for students who are Emotional Based School Avoidance, school refusers, have mental ill-health or Social, Emotional and Mental Health needs.

There has been no spend in relation to this grant during the year.

#### Co-op Community Cares Grant making Programme

The charity has been awarded £1,585 from the Co-op. The programme is run by the East of England Co-op and aims to strengthen community cohesion and integration. It supports projects that help people play an active part in their communities, reduce barriers and inequalities & improve social contact and experiences. The outcomes of the grant is to improve access to social activities, reduce isolation, improve wellbeing and support in to education or employment.

The expenses in the year relate to depreciation of the fixed asset purchased.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

### 17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 September 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 August 2025 £
General funds	121,194	946,462	(898,325)	-	169,331
<b>Previous year:</b>	<b>At 1 September 2023 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>	<b>Transfers £</b>	<b>At 31 August 2024 £</b>
General funds	(34,489)	562,636	(406,171)	(782)	121,194

### 18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 August 2025:</b>			
Tangible assets	135,911	12,660	148,571
Current assets/(liabilities)	33,420	16,556	49,976
	169,331	29,216	198,547
	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total 2024 £</b>
<b>At 31 August 2024:</b>			
Tangible assets	80,494	-	80,494
Current assets/(liabilities)	40,700	-	40,700
	121,194	-	121,194

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

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### 19 Related party transactions

The following amounts were outstanding at the reporting end date:

	Amounts owed to related parties	
	2025	2024
	£	£
Loans from trustees	20,000	20,000
	<u>20,000</u>	<u>20,000</u>

As at 31st August 2025 the entity had outstanding loan balances due to Trustees totalling £20,000 (2024: £20,000).

There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.

**innov8 workshops**

England & Wales - Charity number 1202112

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# Accounts

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**Charity registration number 1202112 (England and Wales)**

**INNOV8 WORKSHOPS**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

# INNOV8 WORKSHOPS

## LEGAL AND ADMINISTRATIVE INFORMATION

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**Trustees**

P J Shelley  
N C G Gambier  
T B Selvey

**Charity number (England and Wales)**

1202112

**Principal address**

Woodlands Business Park  
Rougham Industrial Estate  
Bury St Edmunds  
IP30 9ND

**Independent examiner**

Zoe Plowman  
Ensors Accountants LLP  
Saxon House  
Moseley's Farm Business Centre  
Fornham All Saints  
Bury St Edmunds  
IP28 6JY

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# INNOV8 WORKSHOPS

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# INNOV8 WORKSHOPS

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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The trustees present their annual report and financial statements for the year ended 31 August 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

#### Objectives and activities

The number of young people with Education, Health and Care Plans in Suffolk had risen from 2,960 to 6,951 by January 2023 (ONS 2023). The number of new EHCPs approved in Suffolk in 2022 alone was 676 (ONS 2023). The pressure on schools to find alternative provisions for disruptive students continues to increase and the impact of Covid on student behaviour is also a factor. In 2022, there were 2,700 places in Special Schools, PRUs and Specialist Units (SCC SEND Sufficiency plan 2022-2025). This number has increased, although our current waiting list of 42 young people looking for sessions is an indication of the degree of under-supply and the inability to keep pace with demand across Suffolk.

It is also of note that ages 9 and 10 have the highest number of EHCPs of all age groups. The percentage of pupils who have SEN support increases with age, reaching a peak of 15.7% of pupils at ages 9 and 10. This then steadily declines through secondary ages, to 12.4% at age 15. The percentage of pupils with an EHC plan also increases with age, from 3.3% at age 5, up to a later peak of 5.3% at age 11, before slowly declining to 4.7% at age 15.

The Suffolk SEND Sufficiency Plan 2022-2025 identified the rapid growth in demand for specialist education placements and, despite much planned investment and work, also identified that there would not be enough provision to meet the expected need. Suffolk is therefore expected to continue to rely heavily on independent, non-maintained special schools.

Their demand projections until 2025 suggested the need for a further 550 new specialist education places for school age children. Demand for new places is particularly strong for children with autism, severe learning difficulties, moderate learning difficulties, SEMH and speech, language and communication needs.

In Suffolk in 2022 there were 2,109 children with Autistic Spectrum Disorder, 2,025 with moderate learning difficulties, 757 with SEN, 3,058 with SEMH, 2,567 with Specific Learning Difficulty (e.g. Dyslexia, Dyspraxia) and 3,245 with Speech, Language or Communication Needs.

There has been an unprecedented rise in requests for specialist placements. There has also been a significant rise in the number of children within mainstream schools requiring high needs top-up funding to support their education. **"There will always be a need for some children and young people to access independent provision, particularly those with the highest level of need."** (SCC)

- Suffolk is predicting a 23.7% increase in SEND by 2025
- The increase in ASD and SEMH is highly significant
- Suffolk will need to generate at least 550 additional specialist places by 2025
- The existing post-16 offer needs to be developed to meet the growing need
- Only 22% of EHCP requests in Suffolk were approved within the 22-week deadline.

There is a similar picture nationally, with stretched resources unable to manage the very significant increases in young people who do not fit School.

The need is clear across all ages from 4 to 25, and it is growing significantly beyond existing provision. As an alternative provision, innov8 Workshops fills a key role in helping young people across all these areas fulfil their potential.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### **FOR THE YEAR ENDED 31 AUGUST 2024**

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At innov8 Workshops we aim to empower young people by unlocking their potential, one young person at a time. For 2024, we have focused on providing alternative education for 11-16 year olds who face challenges in mainstream education.

Whether due to learning difficulties, social and emotional needs, or risk of exclusion, we offer a safe, inclusive, and nurturing space where young people can rebuild confidence and discover their potential.

Our child-centred approach is rooted in the Theory of Self-Determination and Motivation, empowering learners to take ownership of their growth. Through trusted relationships and engaging, hands-on experiences, we help improve mental health, emotional wellbeing, and

Our one-to-one vocational workshops provide practical, skills-based learning experiences designed to engage young people and enhance employability. Our workshops through this year have included Bike Repair and Maintenance / Woodwork / Music and Music Technology / Arts & Crafts / Cooking / Hair & Beauty / Fitness /Outdoor Learning & horticulture / Functional Skills in Maths and English / Outreach and Life Skills Development, including offsite educational activities.

#### *Public benefit*

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

#### *Activities*

innov8 Workshops is focused primarily on the young people it is privileged to support and below are some wonderful examples of how we have helped them start to fulfil their potential.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### ***Case Study: Supporting A's Return to Education Through a Tailored, Trauma-Informed Approach***

*A joined our centre in November 2023 after being out of formal education for several years. Her withdrawal from school had been the result of significant school-based anxiety, compounded by undiagnosed neurodivergent needs. When A first arrived, she presented as very quiet, withdrawn, and hesitant to trust unfamiliar environments and people.*

Recognising A's unique challenges, we implemented a slow and highly individualised integration plan. This included:

- Careful, trauma-informed transitions
- Collaborative planning with T and her family
- Prioritising emotional safety and relationship-building
- Low-pressure attendance and participation expectations initially

Over time, and with consistent support, A gradually increased her attendance and level of engagement. She began participating in more of our sessions and showed growing comfort within the centre environment. Importantly, A's confidence has not remained confined to our setting—she is now able to engage positively in community-based Outreach sessions, a significant step forward.

We have seen:

- Increased attendance and participation in multiple weekly sessions
- Active engagement in a variety of workshops
- Noticeable growth in self-confidence, communication, and trust
- Demonstrated resilience and ability to generalise skills into the wider community

A's journey highlights the power of a flexible, person-centered approach in re-engaging young people with complex needs. Her progress is a testament to the importance of patience, partnership with families, and creating environments where neurodivergent individuals can thrive on their own terms.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### ***Case Study: B – fulfilling potential***

B had a hard time at school as he was consistently bullied by different groups. He was facing exclusion for retaliating and struggled to cope. Aged 12, in an attempt to find protection from bullies, B joined a gang and was quickly exposed to drugs and violence. His big brothers were heavily involved in county lines drug dealing and the situation got so bad that his family were forced to relocate.

Dad has been a stable presence in the lives of B and his brothers as their Mum struggles with an active alcohol addiction. Unfortunately, in 2023 Dad was sentenced to 24 years in prison for attempted murder. The criminal incident that involved B's Dad was very public and undoubtedly distressed him and his brothers. The lack of parental support guidance and social isolation have led B to become vulnerable to harmful influences. B talks openly about having an addiction to cannabis since the age of 14. He says smoking cannabis helps 'soothe the stress' in his life. In the time that we have known him he has been involved in violence and underage sex.

Since Dad has been in prison, B's relationship with Mum and his big brother has deteriorated significantly. He talks about physical fights with his brothers and emotional abuse from Mum. B says he cannot cope with living at home and self-harms 'because of what she's done to me, the things she says to me'.

B has dyslexia and a chromosomal abnormality that hinders his development. In 2013 he was diagnosed with Global Development Delay. These challenges, coupled with persistent bullying, made accessing mainstream education even more challenging for B. Due to his circumstances, he is considered a Child in Need (CIN) and has several organisations involved to support his progress. He attends weekly counselling to work through his feelings but still clearly finds life a challenge.

When B first started at innov8 he seemed to find it daunting and said he doesn't like new places. Speaking of innov8 now he said, 'it's given me a safe space to come where I can gain new knowledge and skills too'. He is a delight to have at innov8 and has totally found his passion in our Music workshop. He has recorded 8 original songs in the studio and has even performed on Radio West Suffolk as part of an interview about innov8. B also attends our Outdoor workshop where he has learnt about horticulture, grown seasonal vegetables and had the opportunity to go fishing. B is a kind, charismatic young man who has built several positive relationships at innov8.

We are extremely proud of the young man B has become in the time we have known him and look forward to seeing where his musical talent takes him.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### **Case Study: C– gaining skills and confidence**

When C was at Primary School a teacher noticed that he struggled to get up from the floor at the end of assembly and was often the last one out of the room. She mentioned this concern to C's parents, and they took him for a blood test. He was diagnosed with Duchenne Muscular Dystrophy aged 5.

C recalls having a happy childhood before his diagnosis. He is the youngest of 5, with 3 sisters and a brother. C remembers his dad selling his car to fund a 2-week trip to Disneyland Florida while C was still able. He thinks this was dad's way of bringing some happiness to the family following his life-changing diagnosis.

C was well-supported through primary school and enjoyed being there, but his condition slowly worsened, and he began using a mobility scooter in Year 6, aged 10. While this helped for a short while, C made the decision to start using a motorised wheelchair in Year 7.

The challenges of Covid really hit C hard. He describes himself as a 'worrier' and said the pandemic led him to starve himself and stop sleeping. His anxiety got so bad that it frequently made him physically sick. C's condition has weakened his immune system meaning he was more vulnerable to Covid. This contributed to C's anxiety and meant that he and his family followed strict restrictions. When his school eventually reopened post-Covid he really struggled to attend. C describes crying hysterically in the car on the way to school each day. There was an incident at school where C vomited on himself. He described the intense embarrassment he felt that day, not being able to clean himself up and waiting for someone to help. This incident, combined with his debilitating anxiety led C to withdraw from school entirely. Despite being out of full-time education C managed to achieve a GCSE in Maths and English.

In his spare time C loves to play wheelchair football. He plays competitively for Norwich FC and says this has helped him get back out there and make friends with people of all ages who share his condition.

C is aware that his condition is life-limiting. As he gets older, he gets weaker. Since being at innov8 C's mobility in his hands has worsened. C is a joy to have at innov8 and he has built positive relationships with several members of staff. He says he doesn't like to think too much about the future and knows that 'everyone is different, I don't want to know how long I've got, I just want to go with the flow'.

C started at innov8 in October 2023 after deciding against going to college. He is passionate about mechanics and loves coming to the innov8 Bike workshop. His dream is to sell cars and his face lights up when talking about all the supercars he sees on TikTok. C thinks innov8 has really helped his confidence grow and when asked about it he said 'if it wasn't for this place, I'd still be in a state. Innov8 has helped me feel like myself again and have a safe space where I know people will listen to my worries.'

We are so proud of C's progress; he has gained skills and confidence, and we love to see his cheeky smile and laugh at his sarcastic jokes when he's here. His outlook on life is an inspiration to us all.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### **Achievements and performance**

##### *Significant activities and achievements against objectives*

innov8 experienced a year of significant growth and development in the period ending 31 August 2024.

Following the move into Integ House in May 2023, the charity successfully completed the fit-out of the first three floors in time for the start of the 2023/24 academic year. This expansion enabled the introduction of new mentoring classes in Salon, Cookery, and Functional Skills, increasing the staff team to 10 by September 2023.

Early 2024 brought further opportunities for growth, as innov8 secured additional lease space within Integ House, allowing access to all six floors. In January 2024, the charity launched a fully equipped, commercial-grade gym, alongside a new outreach programme focused on helping young people build essential life and social skills.

By the end of August 2024, the remaining three floors were fully fitted out, enabling the launch of new provisions for both under-11s and over-16s. The team grew to 19 staff by the end of the financial year.

Although outside the reporting period, it is worth noting that in November 2024, innov8 secured a 10-year lease on the entire Integ House site—an important step toward ensuring long-term stability and the sustainability of the charity's expanding services.

While these developments placed financial demands on the organisation, innov8 was able to fund its growth through robust revenue streams, supported by both educational partnerships and generous donors.

In September 2023, innov8 entered into a two-year contract with Suffolk County Council to provide mentoring services to children under their supervision—an agreement that may be extended for a further two years in 2025. Under this arrangement, innov8 now offers up to 15 hours of support per child per week and has earned accreditation as an Alternative Provision. This partnership has enhanced innov8's ability to strategically plan and deliver its services. Relationships with local schools and academies also remain strong, with approximately 50% of attendees coming from the school sector.

#### **Financial review**

innov8's financial position strengthened considerably during the year. A starting balance sheet deficit of £34,000 was transformed into a surplus of £121,000 by year-end. Teaching revenue doubled to £495,000—an increase of £248,000. Donations and grants also saw a modest rise to £107,000, up 12% from the previous year. The charity expresses sincere thanks to all its donors for their continued support.

Particular appreciation goes to Tim Passmore, Police Commissioner for Suffolk, who contributed £20,000 for a second consecutive year. This funding directly supports innov8's initiatives aimed at keeping young people out of the criminal justice system.

Significant investments were made in digital infrastructure and safety measures, including new software solutions, CCTV systems, and secure logging-in technology. innov8 remains committed to continuous professional development, with staff receiving extensive training in trauma-informed care, safeguarding, and emotional resilience. As a designated Resilience Support Organisation (RESO), innov8 employs two accredited RESTA practitioners to further enhance its mentoring capabilities.

#### *Going concern*

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. There are no material uncertainties about the charity's ability to continue operating. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### *Reserves policy*

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Given the improving financial robustness of the Charity's financial model, the key challenge is to maintain sufficient reserves to manage the implications of significant change. We are assisted in this by the growing need for our provision which cushions any unexpected customer changes.

The increased number of employees and complexity of the organisation does create other risks which require a meaningful buffer to be in place at all times.

The Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. The size of this reserve policy also reflects the wide range of individual support we are able to draw on whilst we remain at this size.

We aim to hold £50,000 in reserves and at the year end the Charity held £121,194 in reserves.

#### *Major risks*

The principal risk for the Charity is our people themselves. Ensuring the wellbeing of our small team whilst they deliver a significant workload that is growing and changing is vitally important.

Alongside that, financial sustainability remained a key risk through the year, although our rapidly increasing scale is mitigating this risk significantly. In particular, at reasonable levels of occupation, the Charity is now self-funding given the fees paid for provision by Schools and Councils.

Growth, however, brings with it risk, both financial and organisational. As a group of Trustees, we monitor safeguarding very closely but that will always be a key risk for the organisation. Other areas such as Health & Safety and Cyber are also considered regularly by the Trustees.

All these risks are considered at each bi-monthly Trustee meeting.

#### **Plans for future periods**

2024/2025 will be an exciting year for innov8 Workshops as we expand our provision to cover Primary (ages 5 -10) and Over 16 young people. In over 16 we plan to prepare young people for independence and employment through Functional Skills in Maths and English, Employability Training, Life Skills and Personal Development. In Primary we plan to deliver therapeutic interventions to support emotional well-being and developmental growth. These interventions will include Thrive, RESTA (Resilience and Emotional Support Through Art), ELSA (Emotional Literacy Support Assistants), Drawing and Talking Therapy, Outdoor Play and Learning.

The need for our provision across all ages continues to grow both nationally and in Suffolk, and our waiting lists grow with it. We will need to get bigger to meet this demand. We finish 2024 with a strong and much larger team, and are delivering an excellent level of support to the young people who come to us.

We are also achieving strong and measurable results, which is unbelievably satisfying for the whole team.

To meet our longer-term ambition, innov8 needs to increase its capacity and capability to provide the best quality support to a larger number of children across Suffolk.

It is also clear that the issues our young people face are significant and are very unlikely to be addressed quickly. They are evident at an early age and potentially worsen over time if they are not addressed. If we are serious about addressing the overall issue we therefore need to start as early as there is identified need, and for as long as is needed to help these young people achieve their potential, including helping them into employment. This is one of the key reasons for expanding to Primary and Over 16.

We do need to do that with care to ensure we maintain the highest quality provision at all times, but the need for us to grow and have provision for a wider age group is a clear response to the issues we are addressing.

# INNOV8 WORKSHOPS

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### **Structure, governance and management**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a Charitably Incorporated Organisation (CIO), registered as a charity on 28th February 2023, having previously been incorporated as a Community Interest Company in August 2021. The charity operates and is governed under a Charitable Constitution which has established the objects and powers of the charity.

The trustees who served during the year and up to the date of signature of the financial statements were:

P J Shelley

N C G Gambier

T B Selvey

M Walton

(Resigned 31 August 2024)

### *Recruitment and appointment of trustees*

The board of trustees regularly reviews its membership and assesses for any skills gaps. If any are identified, the trustees seek to recruit a suitable trustee.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

### *Organisational structure*

The Board of Trustees administer the CIO. The Board meets at least four times a year for a full Board meeting.

The Trustees manage the day-to-day operations of the CIO. To facilitate effective operations, the CIO has delegated authority for operational matters including finance, employment and day to day management of the organisation.

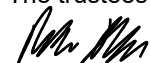
The Board of Trustees is the principal decision making body of the charity. Any decisions taken by the Trustees in the running of the charity are done so in accordance with the constitution.

### *Induction and training of trustees*

Newly appointed Trustees are provided with a comprehensive induction pack, which includes a welcome letter outlining the charity's mission, recent achievements, and strategic objectives. Accompanying this letter are several key documents, such as the charity's constitution, the latest financial statements, a strategic overview presentation, and links to essential policies hosted on the charity's website.

All Trustees are required to complete a suite of safeguarding training courses tailored to the charity's activities. These include Child Protection, Safeguarding Young People, Dealing with a Disclosure, The Prevent Duty, and Keeping Children Safe in Education, ensuring Trustees are well-equipped to uphold the charity's safeguarding responsibilities.

The trustees' report was approved by the Board of Trustees.



Philip Shelley (Jun 25, 2025 18:08 GMT+1)

P J Shelley

**Trustee**

Date: 25/06/2025

# INNOV8 WORKSHOPS

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INNOV8 WORKSHOPS

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I report to the trustees on my examination of the financial statements of innov8 Workshops (the charity) for the year ended 31 August 2024

### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of The Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 charity as required by section 130 of the Charities Act 2011;  
or
- 2 the financial statements do not accord with those records.

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 financial statements to be reached.



Zoe Plowman

**Ensors Accountants LLP**

Saxon House

Moseley's Farm Business Centre

Fornham All Saints

Bury St Edmunds

IP28 6JY

Date: ..25/06/2025.....

# INNOV8 WORKSHOPS

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted funds	Restricted funds	Total	Unrestricted funds as restated
	Notes	2024 £	2024 £	2024 £	2023 £
<b>Income from:</b>					
Donations and legacies	3	67,545	40,000	107,545	95,733
Charitable activities	4	495,091	-	495,091	247,401
<b>Total income</b>		562,636	40,000	602,636	343,134
<b>Expenditure on:</b>					
Charitable activities	5	406,171	40,782	446,953	401,135
<b>Total expenditure</b>		406,171	40,782	446,953	401,135
<b>Net income/(expenditure)</b>		156,465	(782)	155,683	(58,001)
Transfers between funds		(782)	782	-	-
<b>Net movement in funds</b>	7	155,683	-	155,683	(58,001)
<b>Reconciliation of funds:</b>					
Fund balances at 1 September 2023		(34,489)	-	(34,489)	23,512
<b>Fund balances at 31 August 2024</b>		121,194	-	121,194	(34,489)

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# INNOV8 WORKSHOPS

## BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	11		80,494		36,165
<b>Current assets</b>					
Debtors	12	7,500		-	
Cash at bank and in hand		76,632		23,565	
		<u>84,132</u>		<u>23,565</u>	
<b>Creditors: amounts falling due within one year</b>	14	<u>(43,432)</u>		<u>(94,219)</u>	
<b>Net current assets/(liabilities)</b>			40,700		(70,654)
<b>Total assets less current liabilities</b>			<u>121,194</u>		<u>(34,489)</u>
<b>The funds of the charity</b>					
Unrestricted funds	17		121,194		(34,489)
			<u>121,194</u>		<u>(34,489)</u>

The financial statements were approved by the trustees on 25/06/2025.



[Philip.Shelley.\(Jun.25, 2025 18:08 GMT+1\)](#)

P J Shelley

Trustee

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1 Accounting policies

##### Charity information

innov8 Workshops is an unincorporated charity.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

Donations are 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.

Grants received of a revenue nature are credited in the period to which they relate.

Income from trading activities relates to funded fees received from schools and local councils. Income is included within the accounts as received in relation to the period which it relates.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	10% - Straight Line Basis
Fixtures and fittings	25% - Straight Line Basis
Motor vehicles	33% - Straight Line Basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks.

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

#### 1.12 Prior year restatement

The prior year has been restated to split the donations and grant income, as well as moving the workshop income from other trading income to charitable activity income.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

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### 3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and gifts	46,345	-	46,345	55,733	-	55,733
Grants	21,200	40,000	61,200	40,000	-	40,000
	<u>67,545</u>	<u>40,000</u>	<u>107,545</u>	<u>95,733</u>	<u>-</u>	<u>95,733</u>

### 4 Income from charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<b>Other trading activities</b>		
Workshop income	<u>495,091</u>	<u>247,401</u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 5 Expenditure on charitable activities

	<b>Workshop expenditure 2024 £</b>	<b>Workshop expenditure 2023 £</b>
<b>Direct costs</b>		
Staff costs	277,984	179,343
Insurance	7,344	1,760
Rent and rates	51,114	21,000
Subcontractors	6,294	6,526
Consultancy	17,542	-
Light and heat	8,955	8,129
Telephone	2,906	1,968
Sundry expenses	2,637	967
Training	9,061	1,598
Consumables	15,306	15,015
	<u>399,143</u>	<u>236,306</u>
<b>Share of support and governance costs (see note 6)</b>		
Support	22,955	43,633
Governance	24,855	121,196
	<u>446,953</u>	<u>401,135</u>
<b>Analysis by fund</b>		
Unrestricted funds	406,171	401,135
Restricted funds	40,782	-
	<u>446,953</u>	<u>401,135</u>

### 6 Support costs allocated to activities

	<b>2024 £</b>	<b>2023 £</b>
Management	9,304	19,136
Professional	10,090	21,718
Information technology	3,561	2,779
Governance costs	24,855	121,196
	<u>47,810</u>	<u>164,829</u>
<b>Analysed between:</b>		
Workshop expenditure	<u>47,810</u>	<u>164,829</u>

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 6 Support costs allocated to activities (Continued)

	2024	2023
	£	£
<b>Governance costs comprise:</b>		
Depreciation	16,837	50,573
Independent Examination fees	3,540	-
Accountancy	4,315	4,490
Legal and professional	-	61,198
Exceptional items	-	4,935
Bank charges	163	-
	<u>24,855</u>	<u>121,196</u>

### 7 Net movement in funds 2024 £ 2023 £

The net movement in funds is stated after charging/(crediting):

Fees payable for the independent examination of the charity's financial statements	3,540	-
Depreciation of owned tangible fixed assets	16,837	8,143
Loss on disposal of tangible fixed assets	-	42,430
	<u>16,837</u>	<u>50,573</u>

### 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

There were no trustees' expenses paid for 2024 (2023: none).

### 9 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	9	6
	<u>9</u>	<u>6</u>

	2024	2023
	£	£
<b>Employment costs</b>		
Wages and salaries	253,077	168,033
Social security costs	19,315	8,113
Other pension costs	5,592	3,197
	<u>277,984</u>	<u>179,343</u>

There were no employees whose annual remuneration was more than £60,000.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

### 11 Tangible fixed assets

	Leasehold land and buildings	Fixtures and fittings	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 September 2023	35,521	8,894	-	44,415
Additions	31,965	22,421	6,780	61,166
At 31 August 2024	67,486	31,315	6,780	105,581
<b>Depreciation and impairment</b>				
At 1 September 2023	5,920	2,330	-	8,250
Depreciation charged in the year	6,749	7,828	2,260	16,837
At 31 August 2024	12,669	10,158	2,260	25,087
<b>Carrying amount</b>				
At 31 August 2024	54,817	21,157	4,520	80,494
At 31 August 2023	29,601	6,564	-	36,165

### 12 Debtors

	2024	2023
	£	£
<b>Amounts falling due within one year:</b>		
Other debtors	7,500	-

### 13 Loans and overdrafts

	2024	2023
	£	£
Other loans	20,000	20,000
Payable within one year	20,000	20,000

The loans are unsecured. There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Borrowings	20,000	20,000
Other taxation and social security	13,655	16,575
Trade creditors	-	2,949
Other creditors	-	4,443
Accruals and deferred income	9,777	50,252
	<u>43,432</u>	<u>94,219</u>

### 15 Retirement benefit schemes

	2024	2023
	£	£
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	5,592	3,197
	<u>5,592</u>	<u>3,197</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

### 16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 September 2023	Incoming resources	Resources expended	Transfers	At 31 August 2024
	£	£	£	£	£
Funding from Suffolk Community Foundation through Suffolk Police & Crime Commissioner's Fund	-	40,000	(40,782)	782	-
	<u>-</u>	<u>40,000</u>	<u>(40,782)</u>	<u>782</u>	<u>-</u>

The charity has been awarded £40,000 from the Suffolk Community Foundation through the Suffolk Police & Crime Commissioner's Fund. The funding has been awarded towards project Pine, a project to double their wellbeing and vocational skills provision for students who with Emotional Based School Avoidance, school refusers, have mental ill-health or Social, Emotional and Mental Health needs.

The grant was spent in full by the year end date.

# INNOV8 WORKSHOPS

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

#### 17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	<b>At 1 September 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 August 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	(34,489)	562,636	(406,171)	(782)	121,194
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
<b>Previous year:</b>	<b>At 1 September 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 August 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General funds	23,512	343,134	(401,135)	-	(34,489)
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

#### 18 Events after the reporting date

On 8 November 2024 the charity entered in to a new lease agreement for its main operating premises. Annual rent is £72,000 and the lease is for a term of 10 years with a break date in 5 years.

As the lease agreement was signed after the reporting date of 31 August 2024, but before the financial statements were authorised for issue, it is considered a non-adjusting event under FRS 102 Section 32. Accordingly, the lease has not been recognised in the financial statements as at 31 August 2024.

Had the lease been in place at the reporting date, the future minimum lease payments under the non-cancellable lease would have been approximately £360,000.

#### 19 Related party transactions

The following amounts were outstanding at the reporting end date:

	<b>Amounts owed to related parties</b>	
	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Loans from trustees	20,000	20,000
	<u>          </u>	<u>          </u>

As at 31st August 2024 the entity had outstanding loan balances due to Trustees totalling £20,000 (2023: £20,000).

There is no formal loan agreement in place and the loans do not accrue interest. In the absence of any agreements, the loans have been treated as repayable on demand and are therefore classified as falling due within one year.

**innov8 workshops**

England & Wales - Charity number 1202112

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# Accounts

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REGISTERED COMPANY NUMBER: CE031529 (England and Wales)  
REGISTERED CHARITY NUMBER: 1202112

Report of the Trustees and  
Unaudited Financial Statements  
for the Year Ended 31 August 2023  
for  
Innov8 Workshops CIO

Knights Lowe Chartered Accountants  
Eldo House  
Kempson Way  
Suffolk Business Park  
Bury St Edmunds  
Suffolk  
IP32 7AR

Contents of the Financial Statements  
for the Year Ended 31 August 2023

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Report of the Trustees  
for the Year Ended 31 August 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 August 2023. 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).

## OBJECTIVES AND ACTIVITIES

### Objectives and aims

The number of young people with Education, Health and Care Plans in Suffolk had risen from 2,960 to 6,951 by January 2023 (ONS 2023). The number of new EHCPs approved in Suffolk in 2022 alone was 676 (ONS 2023). The pressure on schools to find alternative provisions for disruptive students continues to increase and the impact of Covid on student behaviour is also a factor. In 2022, there were 2,700 places in Special Schools, PRUs and Specialist Units (SCC SEND Sufficiency plan 2022-2025). This number has increased, although our current waiting list of 42 young people looking for sessions is an indication of the degree of under-supply and the inability to keep pace with demand across Suffolk.

It is also of note that ages 9 and 10 have the highest number of EHCPs of all age groups. The percentage of pupils who have SEN support increases with age, reaching a peak of 15.7% of pupils at ages 9 and 10. This then steadily declines through secondary ages, to 12.4% at age 15. The percentage of pupils with an EHC plan also increases with age, from 3.3% at age 5, up to a later peak of 5.3% at age 11, before slowly declining to 4.7% at age 15.

The Suffolk SEND Sufficiency Plan 2022-2025 identified the rapid growth in demand for specialist education placements and, despite much planned investment and work, also identified that there would not be enough provision to meet the expected need. Suffolk is therefore expected to continue to rely heavily on independent, non-maintained special schools.

Their demand projections until 2025 suggested the need for a further 550 new specialist education places for school age children. Demand for new places is particularly strong for children with autism, severe learning difficulties, moderate learning difficulties, SEMH and speech, language and communication needs.

In Suffolk in 2022 there were 2,109 children with Autistic Spectrum Disorder, 2,025 with moderate learning difficulties, 757 with SEN, 3,058 with SEMH, 2,567 with Specific Learning Difficulty (e.g. Dyslexia, Dyspraxia) and 3,245 with Speech, Language or Communication Needs.

There has been an unprecedented rise in requests for specialist placements. There has also been a significant rise in the number of children within mainstream schools requiring high needs top-up funding to support their education. "There will always be a need for some children and young people to access independent provision, particularly those with the highest level of need." (SCC)

" Suffolk is predicting a 23.7% increase in SEND by 2025

" The increase in ASD and SEMH is highly significant

" Suffolk will need to generate at least 550 additional specialist places by 2025

" The existing post-16 offer needs to be developed to meet the growing need

" Only 22% of EHCP requests in Suffolk were approved within the 22-week deadline.

There is a similar picture nationally, with stretched resources unable to manage the very significant increases in young people who do not fit School.

The need is clear across all ages from 4 to 25, and it is growing significantly beyond existing provision.

## Innov8 Workshops CIO

### Report of the Trustees for the Year Ended 31 August 2023

#### OBJECTIVES AND ACTIVITIES

##### Significant activities

Innov8 workshops has seen a dramatic change in its activities in the last 12 months with a change in name, a change in location, approval to become a Charity and approval from Suffolk County Council as an approved provision.

The year started with three full-time staff, with just two workshops: in bike repair and woodwork. However, the need from local schools in the Bury St Edmunds area and the results we had been able to achieve, supported our expansion.

Daniella Symons joined us in September 2022 as Office Manager to focus on student pathways to create a strong culture of supervision, safeguarding and child development. Daniella's experience and knowledge of the challenges faced by young people, as well as her links to the local educational community, assisted us in reaching out to new schools and provisions which ensured we filled any new workshops as fast as we could create them.

At the turn of 2022, we increased our team to six, with the addition of mentors in horticulture, art and music. All educational streams were well-supported, and our children were able to access a broad variety of learning experiences.

Originally incorporated as a CIC and named Monkey Workshops CIC, we converted to a CIO on 28th February 2023 to ensure appropriate governance and structure to allow us to manage our continued fast growth in provision.

The pace of growth and the clear demand for much greater support meant that a new, much larger and more modern premises was needed. In June 2023 we moved into Integ House, Rougham and secured an excellent modern building which was more suited to our needs. The increased space allowed us to further develop our offer, so that by the end of August 2023 we were able to deliver an additional three workshops: functional skills, cooking and salon. This took our learning streams to eight, with our horticulture programme offered in conjunction with St Edmundsbury Cathedral College Gardens.

The Charity changed its name to innov8 Workshops in the summer of 2023 to reflect the nature of its activities more accurately.

This hard work to deliver change was rewarded when we were appointed as an Approved Alternative Provider by Suffolk County Council in the summer of 2023. This was a testament to the quality of our offering and our brilliant mentors, and the focus we have on safeguarding and other controls within which we operate. We have invested heavily in the personal development and training of our staff and mentors to ensure that they are best able to deliver the services that our children need. The significant change and fast pace of growth have meant that controls and governance have needed constant reinforcement.

We were sad to see our CEO, Keith Colley, leave the charity in May 2023, as he had been the inspiration behind our innovative approach to helping young people. The trustees are grateful for his contribution and wish him well in the future.

To triple the scale of the charity in 12 months is an incredible achievement and I would like to thank Daniella and the mentoring team for their dedication and commitment to offering such wonderful provision.

Additional thanks go to our many supporters, including The Suffolk Community Foundation, West Suffolk District Council, the National Lottery, the Police and Crime Commissioner and to many very generous individuals. We would not have been able to achieve what we have without the huge encouragement and support from schools, Suffolk County Council and the number of schools who trust us.

## Innov8 Workshops CIO

### Report of the Trustees for the Year Ended 31 August 2023

#### OBJECTIVES AND ACTIVITIES

##### Public benefit

Our ambition at innov8 Workshops is to support any young person so they can enjoy their childhood, achieve good outcomes and are well-prepared for adulthood and employment. We want them to fulfil their potential.

To do that we have developed an approach of one-to-one mentoring combined with vocational training, using the Theory of Self Determination as our guide to helping our young people address the issues they face.

We have developed our own capabilities over the year by training our mentors in Trauma and psychologically-informed practice, and the practical application of Self Determination.

In short, we have focused on getting better and better at helping the young people who have come to us.

We are very focused on reintegrating young people who come to innov8 back into mainstream education, or college or employment. Each young person is very different and so our ability to reintegrate them, and how quickly, varies dramatically. Over this year over 70 different children have attended Innov8 workshops, of which 20 have returned to school, 5 have gained apprenticeships and 5 have gained entry into college.

#### ACHIEVEMENT AND PERFORMANCE

##### Charitable activities

The main achievement in this financial year has been our significant expansion in capacity, whilst continuing to improve the quality of what we do. We have invested heavily in ensuring high quality workshops that can stretch our young people. To move location, transition to being a charity and change our name was a remarkable achievement.

Perhaps most importantly, the young people who attend have made great strides. Our attendance levels are very high at over 90%, and we continue to monitor wellbeing for each student after each session. Scores for behaviour, engagement and manners have remained very high throughout the year.

And we have successfully managed to get some students back into school, some into college and some into apprenticeships. These numbers are small today, but as we grow and as more students reach 16, our goal is to continue to help more young people fulfil their potential.

#### FINANCIAL REVIEW

##### Financial position

Income for the year rose by 300% from the previous trading period.

Donations and grants rose doubled to £95,635. Innov8 incurred significant capital expenditure costs in the movement of the trading location to Integ House - the new site required a fit-out of the workshops including a new kitchen. Innov8 wrote off all capital expenditure associated with its old site.

Staff costs and general expenditure rose in line with new revenues and Innov8 invested heavily in improved IT platforms, business software and staff training. All these costs were in line with the requirements to secure approval from Suffolk County Council as an approved provision.

Overall Innov8 produced a trading loss in the period which is consistent with its rapid growth and investment in staff and premises.

Innov8 commenced a new trading year with its workshops at capacity and strong positive cashflow.

## Innov8 Workshops CIO

### Report of the Trustees for the Year Ended 31 August 2023

#### FINANCIAL REVIEW

##### Reserves policy

The Trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. Given the improving financial robustness of the Charity's financial model, the key challenge is to maintain sufficient reserves to manage the implications of significant change. We are assisted in this by the growing need for our provision which cushions any unexpected customer changes.

The increased number of employees and complexity of the organisation does create other risks which require a meaningful buffer to be in place at all times.

The Trustees have established a reserves policy that is reviewed annually to ensure that the appropriate levels of reserves are maintained. The size of this reserve policy also reflects the wide range of individual support we are able to draw on whilst we remain at this size.

We aim to hold £50,000 in reserves, although our recent location move made that an unrealistic ambition in the short term. This figure gives us approximately six months of our current key running costs.

##### Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. There are no material uncertainties about the charity's ability to continue operating. For this reason, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a Charitably Incorporated Organisation (CIO), registered as a charity on 28th February 2023, having previously been incorporated as a Community Interest Company in August 2021. The charity operates and is governed under a Charitable Constitution which has established the objects and powers of the charity.

All Trustees give their time voluntarily and receive no benefits from the charity. The Trustees review the aims, objectives and activities of the charity each year and hold bi-monthly Trustee meetings to review current activity. This report looks at what the charity has achieved and the outcomes of its work for the year ending 31 August 2023. The Trustees report the success of our workshops and the benefits the charity has brought to those young people that it is set up to help.

This review also helps the Trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes. Trustees will usually serve for a term of three years and may be re-appointed for a second term.

Post year end, trustee recruitment was considered, and this recruitment commenced in April 2024.

The financial statements have been prepared in accordance with the accounting policies set out herein and comply with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP 2015).

##### Organisational structure

The Board of Trustees administer the CIO. The Board meets at least four times a year for a full Board meeting.

The Trustees manage the day-to-day operations of the CIO. To facilitate effective operations, the CIO has delegated authority for operational matters including finance, employment and day to day management of the organisation.

## Innov8 Workshops CIO

### Report of the Trustees for the Year Ended 31 August 2023

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Decision making

The Board of Trustees is the principal decision making body of the charity. Any decisions taken by the Trustees in the running of the charity are done so in accordance with the constitution.

#### REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number  
CE031529 (England and Wales)

Registered Charity number  
1202112

Registered office  
Integ Yard  
Woodlands Business Park  
Rougham Industrial Estate  
Bury St Edmunds  
Suffolk  
IP30 9NP

Trustees  
P Shelley (appointed 28.2.23)  
N C G Gambier (appointed 28.2.23)  
M Walton (appointed 28.2.23)  
Ms T Selvey (appointed 28.2.23)

Company Secretary

Independent Examiner  
J Knights ACA, BSc  
Knights Lowe Chartered Accountants  
Eldo House  
Kempson Way  
Suffolk Business Park  
Bury St Edmunds  
Suffolk  
IP32 7AR

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Innov8 Workshops CIO 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 period. 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.

Report of the Trustees  
for the Year Ended 31 August 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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.

The Trustees are responsible for preparing the Trustees' Annual Report 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 period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees have no beneficial interest in the charity.

Approved by order of the board of trustees on 29 July 2024 and signed on its behalf by:

P Shelley - Trustee

Independent Examiner's Report to the Trustees of  
Innov8 Workshops CIO

Independent examiner's report to the trustees of Innov8 Workshops CIO ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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 Knights ACA, BSc  
The Institute of Chartered Accountants in England and Wales

Knights Lowe Chartered Accountants  
Eldo House  
Kempson Way  
Suffolk Business Park  
Bury St Edmunds  
Suffolk  
IP32 7AR

29 July 2024

Innov8 Workshops CIO

Statement of Financial Activities  
for the Year Ended 31 August 2023

		2023 Unrestricted fund £	2022 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies	2	95,733	48,484
Other trading activities	3	247,401	82,349
Total		<u>343,134</u>	<u>130,833</u>
EXPENDITURE ON			
Raising funds	4	339,937	107,321
Other		61,198	-
Total		<u>401,135</u>	<u>107,321</u>
NET INCOME/(EXPENDITURE)		(58,001)	23,512
RECONCILIATION OF FUNDS			
Total funds brought forward		23,512	-
TOTAL FUNDS CARRIED FORWARD		<u>(34,489)</u>	<u>23,512</u>

The notes form part of these financial statements

Innov8 Workshops CIO

Balance Sheet  
31 August 2023

	Notes	2023 Unrestricted fund £	2022 Total funds £
FIXED ASSETS			
Tangible assets	10	36,165	32,428
CURRENT ASSETS			
Cash at bank		23,565	40,380
CREDITORS			
Amounts falling due within one year	11	(94,219)	(49,296)
NET CURRENT ASSETS/(LIABILITIES)		<u>(70,654)</u>	<u>(8,916)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		(34,489)	23,512
NET ASSETS		<u>(34,489)</u>	<u>23,512</u>
FUNDS	12		
Unrestricted funds		<u>(34,489)</u>	<u>23,512</u>
TOTAL FUNDS		<u>(34,489)</u>	<u>23,512</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Board of Trustees and authorised for issue on 29 July 2024 and were signed on its behalf by:

P Shelley - Trustee

Notes to the Financial Statements  
for the Year Ended 31 August 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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.

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.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings                      - 25% on cost

Taxation

The charity is exempt from corporation 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.

Hire purchase and leasing commitments

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

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Innov8 Workshops CIO

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2023

2.	DONATIONS AND LEGACIES				
				2023	2022
				£	£
	Donations			95,733	48,484
				<u>          </u>	<u>          </u>
3.	OTHER TRADING ACTIVITIES				
				2023	2022
				£	£
	Workshop income			247,401	82,349
				<u>          </u>	<u>          </u>
4.	RAISING FUNDS				
	Raising donations and legacies				
				2023	2022
				£	£
	Staff costs			179,343	61,030
	Insurance			1,760	-
	Rent and rates			21,000	6,800
	Subcontractors			6,526	-
	Light and heat			8,129	330
	Telephone			1,968	479
	Sundries			967	1,534
	Training			1,598	107
	Consumables			15,015	10,673
	Support costs			56,266	26,586
				<u>          </u>	<u>          </u>
				292,572	107,539
				<u>          </u>	<u>          </u>
5.	SUPPORT COSTS				
		Management	Finance	Information	Governance
		£	£	technology	costs
				£	£
	Raising donations and legacies	27,279	21,718	2,779	4,490
		<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>
					56,266
					<u>          </u>
6.	NET INCOME/(EXPENDITURE)				
	Net income/(expenditure) is stated after charging/(crediting):				
				2023	2022
				£	£
	Depreciation - owned assets			8,143	107
	Insurance			1,760	-
	Deficit on disposal of fixed assets			42,430	-
				<u>          </u>	<u>          </u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2023

7. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

8. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	168,033	60,497
Social security costs	8,113	-
Other pension costs	3,197	533
	<u>179,343</u>	<u>61,030</u>

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

2023	2022
<u>          </u>	<u>          </u>

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

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	48,484
Other trading activities	<u>82,349</u>
Total	<u>130,833</u>
EXPENDITURE ON	
Raising funds	<u>107,321</u>
NET INCOME	<u>23,512</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>23,512</u></u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2023

10. TANGIBLE FIXED ASSETS

	Short leasehold £	Fixtures and fittings £	Totals £
COST			
At 1 September 2022	32,107	428	32,535
Additions	45,844	8,466	54,310
Disposals	(42,430)	-	(42,430)
	<u>35,521</u>	<u>8,894</u>	<u>44,415</u>
DEPRECIATION			
At 1 September 2022	-	107	107
Charge for year	5,920	2,223	8,143
	<u>5,920</u>	<u>2,330</u>	<u>8,250</u>
NET BOOK VALUE			
At 31 August 2023	<u>29,601</u>	<u>6,564</u>	<u>36,165</u>
At 31 August 2022	<u>32,107</u>	<u>321</u>	<u>32,428</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Payments on account	-	12,320
Trade creditors	2,949	2,239
Tax	5,875	5,480
Social security and other taxes	10,700	4,090
Other creditors	4,443	256
P Shelley loan	10,000	20,000
N Gambier loan	10,000	-
Accrued expenses	50,252	4,911
	<u>94,219</u>	<u>49,296</u>

12. MOVEMENT IN FUNDS

	At 1.9.22 £	Net movement in funds £	At 31.8.23 £
Unrestricted funds			
General fund	23,512	(58,001)	(34,489)
	<u>23,512</u>	<u>(58,001)</u>	<u>(34,489)</u>
TOTAL FUNDS			
	<u>23,512</u>	<u>(58,001)</u>	<u>(34,489)</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2023

12. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	343,134	(401,135)	(58,001)
	<u>          </u>	<u>          </u>	<u>          </u>
TOTAL FUNDS	<u>343,134</u>	<u>(401,135)</u>	<u>(58,001)</u>

Comparatives for movement in funds

	Net movement in funds £	At 31.8.22 £
Unrestricted funds		
General fund	23,512	23,512
	<u>          </u>	<u>          </u>
TOTAL FUNDS	<u>23,512</u>	<u>23,512</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	130,833	(107,321)	23,512
	<u>          </u>	<u>          </u>	<u>          </u>
TOTAL FUNDS	<u>130,833</u>	<u>(107,321)</u>	<u>23,512</u>

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

	At 1.9.21 £	Net movement in funds £	At 31.8.23 £
Unrestricted funds			
General fund	-	(34,489)	(34,489)
	<u>          </u>	<u>          </u>	<u>          </u>
TOTAL FUNDS	<u>-</u>	<u>(34,489)</u>	<u>(34,489)</u>

Innov8 Workshops CIO

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2023

12. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	473,967	(508,456)	(34,489)
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>473,967</u>	<u>(508,456)</u>	<u>(34,489)</u>

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2023.

14. MERGER ACCOUNTING

Innov8 Workshops became registered as a Charitable Incorporated Organisation (CIO) from 28 February 2023. Previously, this was a Community Interest Company (CIC).

In accordance with the Charities SORP, merger accounting has been adopted to treat the entity as if it was a CIO for the whole of the financial year.

Innov8 Workshops CIO

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2023

	2023 £	2022 £
<b>INCOME AND ENDOWMENTS</b>		
Donations and legacies		
Donations	95,733	48,484
Other trading activities		
Workshop income	247,401	82,349
	<hr/>	<hr/>
Total incoming resources	343,134	130,833
 <b>EXPENDITURE</b>		
Raising donations and legacies		
Wages	168,033	60,497
Social security	8,113	-
Pensions	3,197	533
Insurance	1,760	-
Rent and rates	21,000	6,800
Subcontractors	6,526	-
Light and heat	8,129	330
Telephone	1,968	479
Sundries	967	1,534
Training	1,598	107
Consumables	15,015	10,673
	<hr/>	<hr/>
	236,306	80,953
Other trading activities		
Loss on sale of assets	42,430	-
Exceptional items	4,935	(218)
	<hr/>	<hr/>
	47,365	(218)
Other		
Legal fees	61,198	-
Support costs		
Management		
Postage and stationery	5,326	500
Advertising	8,191	2,075
IT costs	5,619	2,102
No description	-	5,480
Improvements to property	5,920	-
Fixtures and fittings	2,223	107
	<hr/>	<hr/>
	27,279	10,264

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Innov8 Workshops CIO

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2023

	2023 £	2022 £
Management		
Finance		
Recruitment costs	12,881	-
Professional fees	8,837	220
	<hr/>	<hr/>
	21,718	220
Information technology		
Repairs and maintenance	2,779	10,062
Governance costs		
Accountancy and payroll fees	4,490	6,040
	<hr/>	<hr/>
Total resources expended	401,135	107,321
	<hr/>	<hr/>
Net (expenditure)/income	(58,001)	23,512
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## Signature 1

Signed by Michael Walton using authentication code KjE3PnA3dXJHS3JT at IP address 31.48.86.13, on 2024/07/29 10:48:38 Z.

Michael Walton's e-mail address is: [michael@innov8workshops.com](mailto:michael@innov8workshops.com).