ENDEAVOUR TRAINING LIMITED

England & Wales · Charity number 275061

Details

Other names	ENDEAVOUR
Status	Registered
Legal form	Charitable company
Company number	01157897
Registered	1978-02-23
Register	View on the Charity Commission register

Contact

Address	Endeavour Centre Earl Marshal Rd Sheffield South Yorkshire S4 8FB
Phone	01142438219
Email	info@endeavour.org.uk
Website	www.endeavour.org.uk

Activities

Objects: TO ASSIST YOUNG PEOPLE TO DEVELOP THEIR FULL POTENTIAL AS INDIVIDUALS AND AS MEMBERS OF SOCIETY.

Activities: Endeavour is an inner-city outdoor adventure, alternative education, youth and community centre dedicated to empowering and enriching the lives of young people and families.

Classification

- **How:** Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty, Amateur Sport, Economic/community Development/employment
- **Who:** Children/young People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£962,184	£644,607	£1,240,737	13
2024-09-30	£1,631,339	£920,672	£923,160	12
2023-09-30	£547,858	£610,684	£212,493	14
2022-09-30	£814,572	£719,456	£268,954	20
2021-09-30	£589,257	£629,437	£184,633	10
2020-09-30	£642,075	£567,854	£214,550	13

Trustees

Name	Role	Appointed
Dave Poulsom		2013-12-05
Dr Phil Allcock		2023-10-17
Ingrid Cranfield		2024-09-25
JASPAL DHANI		2025-01-29
Jane Elizabeth Haywood		2021-07-27
Raj Ashwin Shah		2018-01-26

ENDEAVOUR TRAINING LIMITED

England & Wales - Charity number 275061

Accounts

CHARITY REGISTRATION NUMBER 275061

COMPANY REGISTRATION NUMBER 01157897

ENDEAVOUR TRAINING LIMITED

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

ENDEAVOUR TRAINING LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jane Haywood	
	David Poulsom	
	Raj Shah	
	Dr Philip Allcock	
	I Cranfield	
	Jaspal Dhani	(Appointed 29 January 2025)
Chief executive officer	Edward Thatcher	
Secretary	Rachel Stockton	
Charity number	275061	
Company number	01157897	
Registered office	Endeavour Centre Earl Marshal Road Sheffield S4 8FB	
Independent examiner	Andrew Hulse	
Bankers	Bank of Scotland 38 Threadneedle Street London EC2P 2EH	

ENDEAVOUR TRAINING LIMITED

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ENDEAVOUR TRAINING LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The Trustees present their annual report together with the financial statements of the company for the year ended 30 September 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 Memorandum and Articles of Association, the Companies Act 2006 and "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).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities
The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

Our Theory of Change:

- The **Need**:

Social, economic, physical and psychological circumstances can limit the aspiration, experiences and opportunities of individuals.

- Our **Vision**:

A world in which all people have the opportunities and support to develop skills, knowledge and confidence allowing them to fulfil their potential and create a positive future.

- Our **Purpose**:

Enriching lives through education and adventure.

We achieve our Purpose by:

- Recognising each young person’s individuality. Believing in new opportunities every day.
- Using Personal Development activities to provide alternative education opportunities.
- Using Social Action to help young people understand more about the importance of social responsibility.
- Using Alternative Education approaches to achieve qualifications and accredited outcomes.

Our Operations team is structured to deliver activities from our inner-city adventure, education, youth and community centre in the Burngreave area of Sheffield.

Overview

This has been a challenging year, in which there has been a great deal of disruption and uncertainty, but also one in which Endeavour has laid the foundations for future growth and renewed strategic clarity.

Our delayed and ongoing capital building improvement project has continued to constrain usable space, limited AP expansion, reduced rental potential and required sustained attention from the senior leadership team. Consequently, income across Alternative Education Provision (AEP), commercial delivery and building hire fell short of expectations.

Through sustained negotiation with Social Investment Business (SIB), careful value engineering and securing over £320,000 in additional capital funding, the building project is now nearing completion. The refurbished centre will reduce operating costs through solar PV, improved insulation and energy-efficient systems, while increasing delivery capacity and strengthening opportunities for partnership and income generation.

We continue to pursue a legal claim against the Contract Administrator relating to the earlier disruption.

Throughout this period, staff have demonstrated resilience and professionalism, maintaining high-quality delivery despite incomplete facilities and ongoing construction pressures. Their commitment to enriching the lives of young people has remained unwavering.

Despite financial pressures and a challenging national funding environment, we have seen improved stability in AP referrals, improved delivery models, direct contracts with schools, improved partnership working across Sheffield’s youth sector and increased corporate engagement.

Key Activities

Alternative Education Provision (AEP)

This year has seen a deliberate diversification of our Alternative Education Provision (AEP) offer, alongside a strategic shift in how we engage with the local authority. Key developments include the expansion of Key Stage 2 and Key Stage 3 provision and the launch of a Circus Skills offer in partnership with Greentop Community Circus Centre. Furthermore, we have moved beyond sole reliance on local authority frameworks towards more proactive engagement with school leaders and academy trusts. This shift has begun to yield tangible results, including partnership delivery of directly traded work with other alternative education providers, and progress towards accessing the Doncaster AEP framework. We have also opened discussions with delivery partners regarding deeper collaboration and potential aligned building rental.

Our AEP model remains intentionally trauma-informed, nurture-based and experiential. Whilst more costly to deliver than many competitors’ offers, it reflects our values and responds to the complex needs of young people in the city. Growth in AEP therefore remains central to both impact and financial sustainability.

The regulatory landscape is evolving. The UK Government has introduced voluntary national standards for non-school AEP, which may become mandatory, and Sheffield local authority’s Progressions Team has implemented compulsory quality assurance assessments for framework providers. These developments increase scrutiny and require more robust evidence of impact, particularly in functional skills such as maths and literacy. In response, we have strengthened curriculum planning and begun implementation of our new Management Information System (VIEWS) to support improved impact reporting.

Whilst AEP pupil numbers across Sheffield have risen significantly in recent years, referral growth cannot be assumed. Schools face increasing financial pressures and the provider landscape is expanding, reducing market share per organisation. Sustained growth will require continued proactive engagement and a clear articulation of our distinct offer and measurable outcomes.

Youth Work

We have continued to deliver local youth clubs that empower young people to find their voice, participate and grow. Youth provision has been strengthened through securing “This Is Us” funding, launching an Awards for All–funded SEND consultation and deepening collaboration through the Sheffield Youth Alliance.

Several AP learners have accessed our youth clubs, supporting their sustained engagement and ongoing progress. We also delivered sessions in partnership with Sheffield City Council’s Youth Service during centre renovations, ensuring continuity of provision while increasing use and visibility of the Endeavour Centre.

Development of Wrap Around Care

Closely aligned with our youth strategy, we have started to explore developing Wrap Around Care (after-school provision) as part of our income diversification and community strategy. Burngreave has been identified as an area with limited after-school capacity and discussions with commissioners and schools indicate strong local demand. We have undertaken feasibility modelling, financial scenario planning and early partnership development. Strategically, Wrap Around Care will extend early engagement, strengthen relationships with families and schools and create further opportunities for cross-referral into youth and AEP services, enhancing long-term resilience.

Employability and Vocational Pathways

We secured a Pathways to Work contract from Sheffield City Council, strengthening our employability strand and are positioning ourselves to access further employability funding streams, including health-related work programmes.

Corporate and Commercial Work

Corporate and commercial activity has grown modestly during the year. We have delivered activity programmes for educational and corporate partners, run several successful fundraising events and engaged external consultants to model return on investment from commercial and rental growth. Whilst unrestricted income remains limited relative to overall need, the strategic direction towards greater financial diversification is now firmly embedded.

Achievements and performance

Progress Against our 2024–25 Strategic Objectives

This year's objectives were ambitious and necessarily shaped by capital completion.

Finalise and implement our Theory of Change

Paused due to capacity pressures.

Develop a fully costed Strategic Business Plan

Financial modelling and multiple reforecast exercises have strengthened strategic clarity.

Strengthen financial resilience with unrestricted funding and traded income

Clear progress has been made in diversifying income through direct AEP sales and commercial activity.

Develop a significant partnership focussed on youth and/or alternative education delivery

Significant progress has been made in strategic partnerships. New AEP programmes were launched with Greentop Circus and SHAPED, broadening creative, academic and therapeutic provision. Engagement with the Sheffield Youth Alliance and the development of youth steering groups have further strengthened collaboration, youth voice and leadership opportunities.

Enhance operational efficiency and staff capacity

Operational systems have strengthened, including improved HR compliance, clearer priority setting and closer financial monitoring of AEP. Recruitment and onboarding processes have been reviewed, cross-delivery encouraged to build staff capability, and regular programme reviews embedded to support shared learning and continuous improvement.

Diversify programme offerings and expand Alternative Education Provision (AEP)

Endeavour expanded and refined its Alternative Education Provision, launching two new programmes - *Circus Skills* and *Shaping Futures* - while adapting existing models to better meet learner and school needs. Increased collaboration with partners has strengthened quality, flexibility and Endeavour's reputation as a flexible, innovative provider.

Expand youth engagement, especially for SEND and high-needs young people

SEND consultation work and new youth funding have strengthened engagement. Engagement with the Sheffield Youth Alliance has improved partnership working.

Implement an impact evaluation system with a new MIS

Substance Views has been appointed as our new MIS provider. Phased implementation is underway and will enhance impact reporting, safeguarding oversight and data compliance.

Accelerate fundraising for core and capital needs

Capital fundraising has been successful in securing additional building funds; core funding has proven more competitive and remains a challenge.

Complete and upgrade our building infrastructure

Substantial progress has been made, with completion anticipated by March 2026.

Deepen community engagement and strengthen local partnerships
Community engagement and local partnerships have deepened, strengthening referral pathways and cross-sector collaboration. The Youth Club is growing as a community hub, while joint working with Greentop, Sheffield City Council, schools and voluntary partners continues to expand wellbeing, learning and community spirit across neighbourhoods.

Strengthen corporate and business sector engagement
Corporate engagement has grown modestly through events and traded delivery, with further development planned.

Enhance visibility across Sheffield City Region with targeted marketing
A shift toward proactive direct engagement with schools and neighbouring authorities has increased regional visibility, though marketing infrastructure continues to develop.

Financial review

Endeavour’s key financial objectives are to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

The challenging year has had a significant negative financial impact due to:

- Ongoing building works and the diversion of senior leadership focus
- Slower than anticipated AP growth throughout the year
- Reduced availability, and increasingly competitive, grant and contract funding, particularly for youth work
- Rising costs, including cost-of-living and wage pressures

Endeavour’s income in the Statement of Financial Activities has decreased this year to £962,184 following the increase in the previous year (2024: £1,631,339). As in the previous year, significant capital restricted grants for building works have been recognised in the SOFA of £426,557 (2024: £1,026,556). Endeavour’s operational turnover decreased to £535,627 (2024: £604,783), however income to support our core educational provision has increased again this year to £145,123 (2024: £120,482).

We are continuing to address the ongoing challenge of increasing cost pressures and uncertain referral numbers by diversifying the funding for our Alternative Education Provision activities. This continues to be a competitive and challenging market however and, similarly to the previous year we only generated an additional £15,208 this year from other sources including directly traded work in partnership with other AEP providers (2024: £15,278). We will continue to identify and grow alternative funding models for Endeavour’s alternative education provision.

In addition to delivering contracts from Sheffield City Council (32% of operational income; 2024: 22% of income), Endeavour’s funding predominantly derives from a variety of grant giving organisations (49% of income; 2024: 65% of income). The reduction in grant funding this year particularly has had a significant negative financial impact. Other income comes from donations and investments (6% of income; 2024: 6% of income) and trading activities (13%; 2024: 7%) which primarily relate to selling outdoor activity days to private and public sector organisations.

Overall net assets have increased to £1,240,737 (2024: £923,160) again primarily due to the capital building works and a further increase in our restricted funds balance to £1,182,129 (2024: £769,305). The restricted funds balance will be offset against future years premises improvements depreciation charges. The unrestricted funds decreased to £58,608 (2024: £153,855) which has now fallen below the reserves policy. Further details are provided in the Reserves section. This reflects the extremely challenging year as detailed earlier in the report.

Expenditure in year was £644,607 (2024: £920,672, or £623,672 operational expenditure excluding the impairment loss of £297,000), resulting in net income of £317,577 (2024: net income of £710,667). The expenditure increase has been despite continuing to closely manage the increased costs of supporting our charitable activities, and also reflects the additional costs, exceeding £8,000, related to the legal action initiated last year. As in previous years our major area of expenditure is our staff costs at £432,017 (2024: £422,323) this equates to 68% of total expenditure during the year (2024: 68%).

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves and Financial Policies
The Trustees recognise the importance of maintaining an appropriate level of free reserves to ensure the financial stability of the charity and to enable it to continue operating through periods of uncertainty.

The Board of Trustees have reviewed our reserves policy in line with Charity Commission guidance and in the context of the organisation's current financial position and risk profile.

In setting the reserves policy, Trustees have considered the organisation's financial risks, including:
- Uncertainty and variability in income streams
- Reliance on restricted funding for programme delivery
- Level of fixed and committed costs, particularly staffing and premises
- Operational disruption or loss of key capacity

In reviewing the policy, the Trustees have moved from a target based on a percentage of unrestricted income to a target based on the charity's expenditure and risk exposure.

The Trustees have determined that free reserves should be held at a level equivalent to 25% of annual unrestricted expenditure (equivalent to approximately 3 months core operating expenditure).

This level has been assessed as appropriate to:
- Provide sufficient working capital to manage cashflow fluctuations
- Mitigate risks associated with income reductions and funding uncertainty
- Allow time for corrective action in the event of financial shocks

The Charity holds two types of reserves:

Restricted funds - have been earmarked by donors for specific purposes that meet the overall aims of the charity. These funds are dedicated to specific programmes and the Trustees have no discretion to reallocate them to other uses. On 30 September 2025, the restricted funds balance was £1,182,129 (2024: £769,305). These funds are for activities detailed in note 19 to the accounts.

Unrestricted funds - the use of unrestricted funds is at the discretion of the Trustees, in accordance with the Charity's objectives. The unrestricted fund balance was £58,608 on 30 September 2025 (2024: £153,855).

As Endeavour do not hold designated funds, free reserves are unrestricted funds less fixed assets. However, for the purposes of this assessment, long term liabilities and provisions are disregarded. The balance of free reserves on this definition (investments plus current assets less current liabilities) on 30 September 2025 was £59,371 (2024: £133,632) which amounted to 12% of total unrestricted expenditure (2024: 36%).

The Trustees recognise that the current level of reserves is not sufficient to meet the policy target and are taking steps through financial recovery planning, cost control and income diversification to rebuild reserves to an appropriate level over time.

Dividends The Company is prohibited by the terms of its Memorandum of Association from paying any dividends.

Plans for future periods
Strategic Position and Plans for Future Periods

Prolonged delays to the capital project have left us financially stretched and placed sustained pressure on the senior leadership team. However, with the building now nearing completion, we have – for the first time in two years – a genuine opportunity to move forward with renewed clarity, diversification and long-term sustainability.

Importantly, this year has seen progress towards several initiatives intended to strengthen the organisation's long-term sustainability through strategic diversification. We have identified a seed funding opportunity to support the establishment of an After School Club service, begun preparations to launch a Short Breaks service for disabled children and entered advanced discussions with SHAPED, a closely aligned alternative provision organisation, regarding the lease of part of the Endeavour Centre. Collectively, these opportunities have the potential to diversify both our services and income streams over the coming years.

Successfully implementing these developments alongside continued growth in alternative provision, youth services and strategic partnerships, will enable us to adopt and embed the following draft mission:

"Endeavour aims to be an exceptional, continuous alternative education and personal development provider for vulnerable young people aged 5–16 across South Yorkshire."

Strategic Objectives 2025/26

In 2025–26 we will prioritise disciplined recovery and structured growth through:

- Delivering a financial recovery plan, with clear AEP occupancy targets, expanded direct contracts, a staffing structure review, and continued cost control.
- Increasing unrestricted income through rental partnerships, corporate engagement and improved marketing.
- Expanding AEP reach, including accessing additional Local Authority frameworks and direct contracting with academy chains.
- Working with local authorities, academy trusts and sector partners to promote more strategic, collaborative approaches to Alternative Education Provision commissioning, supporting improved outcomes for young people alongside greater quality, stability and sustainability across the sector.
- Securing funding for continued growth and development of our youth club offer with a high -quality targeted offer for SEND and neurodivergent young people
- Launching Wrap Around Care and a Short Breaks service to strengthen early engagement and diversify income.
- Fully embedding our MIS (VIEWS) to strengthen impact reporting and respond to evolving QA requirements.
- Strengthening governance capacity through trustee recruitment.
- Concluding the legal action process relating to the capital disruption.
- Aligning delivery around a revised mission.

The coming year will require significant leadership focus and financial discipline, but it represents a significant opportunity to convert restored infrastructure and improved systems into long-term resilience and enhanced impact.

Structure, governance and management

Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation

The governing body is the Board whose members are non-executive and unpaid. The Board meets between 4 and 6 times per year and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day-to-day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

Commitment from the Trustees remains high and areas for future investment of time include strategy and risk management particularly linked to our financial position and the oversight of our building and its future development.

Trustees are trained and supported on governance requirements and are invited to participate in our staff conferences and young people awards ceremonies.

The members of the trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Jane Haywood	
David Poulsom	
Raj Shah	
Dr Philip Allcock	
I Cranfield	
Jaspal Dhani	(Appointed 29 January 2025)

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees and directors of the charity, are elected by the members. Board members are appointed for a fixed term of three years. They can be re-elected for a further two terms if eligible for re-appointment. The minimum number of Board members is three, the maximum number is ten.

Board members at the date of this Report are listed in the Reference and Administrative Details section. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control
The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies
We operate under a full set of operating policies which staff had input on when being developed and implemented. All policies and procedures are reviewed and updated annually in August.

Health and Safety
Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee, which meets monthly. This committee membership includes the senior management team and key operational staff and is chaired by the Director of Finance & Resources.

Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, and caving.

The Health & Safety Committee also deals with standards in other activities such as archery, bushcraft and orienteering.

All health and safety issues across the organisation are monitored by the committee. All staff are trained in critical incident response procedures, and in safety at work procedures. Incident reporting has strengthened this year, with a strong emphasis on near-miss learning and continuous improvement.

Safeguarding
Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosure and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

The Designated Safeguarding Lead and safeguarding trustee continue to meet regularly. A safeguarding investigation during the year was appropriately managed in liaison with the LADO and reported to trustees.

Equality and Diversity
Endeavour recognises the richness and creativity of a diverse society, but we also recognise that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified.

We will give priority to working with young people and communities who experience disadvantages and exclusion. This year’s SEND consultation work and exploration of Wrap Around Care in a high-need area reflect our continued prioritisation of disadvantaged communities.

Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working, training and learning environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement
Endeavour seeks to engage all employees and volunteers in its activities and achievements; engagement has remained strong despite pressures. Annual feedback surveys are carried out where all staff (including casual and freelance staff who may not work with us on a regular basis) are invited to share their views about Endeavour. Results of the surveys, and ongoing progress updates, are shared at staff meetings and discussed in supervision meetings with line managers.

Monthly staff briefings take place alongside weekly team briefings and an annual staff conference at which staff are kept up to date with any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference ensures good quality communication across all levels of the organisation. This year’s annual conference provided a forum for strategic reflection and collective learning.

Investment in staff wellbeing has included introduction of a new Employee Assistance Programme and health cash plan.

Supplier payment policy
The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:
- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to 44 day's purchases, based on the average daily amount invoiced by suppliers during the year.

The trustees' report was approved by the Trustees.

....
David Poulsom
Trustee
Dated: ....

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED

I report to the trustees on my examination of the financial statements of Endeavour Training Limited (the charity) for the year ended 30 September 2025.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity’s financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity’s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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 financial statements to be reached.

Andrew Hulse
UHY Hacker Young

Chartered Accountants

Dated: ....

ENDEAVOUR TRAINING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted funds general £	Restricted funds £	Total 2025 £	Unrestricted funds general £	Restricted funds £	Total 2024 £
Income from:							
Donations and legacies	**3**	45,652	-	45,652	74,828	-	74,828
Income from charitable activities	**4**	267,872	141,160	409,032	275,875	229,486	505,361
Other trading activities		80,924	14	80,938	23,337	1,257	24,594
Investments		5	-	5	-	-	-
Material other income	**5**	-	426,557	426,557	-	1,026,556	1,026,556
Total income		394,453	567,731	962,184	374,040	1,257,299	1,631,339
Expenditure on:							
Expenditure on raising funds	**6**	18,425	1	18,426	7,115	84	7,199
Charitable activities		471,078	155,103	626,181	360,503	552,970	913,473
Total resources expended		489,503	155,104	644,607	367,618	553,054	920,672
Net (outgoing)/incoming resources before transfers		(95,050)	412,627	317,577	6,422	704,245	710,667
Gross transfers between funds		(197)	197	-	(118)	118	-
Net movement in funds		(95,247)	412,824	317,577	6,304	704,363	710,667
Fund balances at 1 October 2024		153,855	769,305	923,160	147,551	64,942	212,493
Fund balances at 30 September 2025		58,608	1,182,129	1,240,737	153,855	769,305	923,160

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	**12**		1,267,236		808,183
Current assets					
Debtors	**13**	58,366		75,608	
Cash at bank and in hand		158,011		107,182	
		216,377		182,790	
Creditors: amounts falling due within one year	**15**	(157,006)		(49,158)	
Net current assets			59,371		133,632
Total assets less current liabilities			1,326,607		941,815
Creditors: amounts falling due after more than one year	**16**		(82,439)		(16,813)
Provisions for liabilities	**18**		(3,431)		(1,842)
Net assets			1,240,737		923,160
Income funds					
Restricted funds	**19**		1,182,129		769,305
Unrestricted funds - general			58,608		153,855
			1,240,737		923,160

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2025

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on ....

....
David Poulsom
Trustee

Company registration number 01157897

ENDEAVOUR TRAINING LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash generated from operations	**24**		454,533		653,365
Investing activities					
Purchase of tangible fixed assets		(478,628)		(846,743)	
Investment income received		5		-	
Net cash used in investing activities			(478,623)		(846,743)
Financing activities					
Proceeds from new bank loans		109,300		-	
Repayment of bank loans		(37,610)		(18,728)	
Repayment of retirement benefit obligation		3,229		(5,315)	
Net cash generated from/(used in) financing activities			74,919		(24,043)
Net increase/(decrease) in cash and cash equivalents			50,829		(217,421)
Cash and cash equivalents at beginning of year			107,182		324,603
Cash and cash equivalents at end of year			158,011		107,182

1 Accounting policies

Charity information
Endeavour Training Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Endeavour Centre, Earl Marshal Road, Sheffield, S4 8FB.

1.1 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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 has 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
Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income represents returns from listed investments and are recognised on receipt.

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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and included project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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:

Freehold land and buildings	2% straight line
Property improvements	2% straight line
Plant and equipment	25% straight line
Fixtures and fittings	25% straight line
Computers	25% straight line
Motor vehicles	25% straight line

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 Accounting policies **(Continued)**

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset’s original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

1 Accounting policies (Continued)

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

2 Critical accounting estimates and judgements

In the application of the charity’s accounting policies, the trustees is 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 Donations and legacies

	Unrestricted funds general 2025	Total 2025	Unrestricted funds general 2024	Total 2024
	£	£	£	£
Donations and legacies	45,652	45,652	74,828	74,828

4 Income from charitable activities

	Organisational and personal development	Educational projects	Total	Organisational and personal development	Educational projects	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Charitable activities	259,188	149,763	408,951	383,996	120,482	504,478
Charitable rental income	81	-	81	883	-	883
	259,269	149,763	409,032	384,879	120,482	505,361
Analysis by fund						
Unrestricted funds - general	118,109	149,763	267,872	155,393	120,482	275,875
Restricted funds	141,160	-	141,160	229,486	-	229,486
	259,269	149,763	409,032	384,879	120,482	505,361

5 Other material income

Material other income represents grants for the purpose of substantial property improvements.

6 Expenditure on raising funds

	Restricted funds	Total 2025	Restricted funds	Total 2024
	£	£	£	£
Staging fundraising events	-	18,425	-	7,115
Other fundraising costs	1	1	84	84
	1	18,426	84	7,199

7 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Depreciation	19,355	-	19,355	13,666	-	13,666
Administration costs	80,764	-	80,764	54,146	-	54,146
ICT and telephone	10,677	-	10,677	11,998	-	11,998
Legal and professional charges	13,855	-	13,855	38,000	-	38,000
Premises costs	34,104	-	34,104	35,976	-	35,976
Audit fees	-	4,500	4,500	-	4,320	4,320
	158,755	4,500	163,255	153,786	4,320	158,106
Analysed between						
Charitable activities	158,755	4,500	163,255	153,786	4,320	158,106

Governance costs includes payments to the independent examiner of £4,500 (2024 - £4,320) for independent examination fees.

8 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	4,500	4,320
Depreciation of owned tangible fixed assets	19,355	16,783
Impairment of owned tangible fixed assets	-	297,000
Loss on disposal of tangible fixed assets	220	-

9 Trustees

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

Trustees received reimbursement during the year in relation to expenses incurred of £35 (2024: £nil).

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	13	12

Employment costs	**2025 £**	**2024 £**
Wages and salaries	352,673	305,598
Social security costs	35,695	21,682
Other pension costs	10,055	8,528
	398,423	335,808

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

11 Taxation

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

12 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 October 2024	1,100,262	108,554	72,455	4,864	69,348	1,355,483
Additions	475,200	-	-	3,429	-	478,629
Disposals	(874)	(48,662)	(9,628)	(1,570)	(26,838)	(87,572)
At 30 September 2025	1,574,588	59,892	62,827	6,723	42,510	1,746,540
Depreciation and impairment						
At 1 October 2024	326,027	86,183	72,455	4,864	57,771	547,300
Depreciation charged in the year	2,601	8,822	-	522	7,410	19,355
Eliminated in respect of disposals	(653)	(48,662)	(9,628)	(797)	(27,611)	(87,351)
At 30 September 2025	327,975	46,343	62,827	4,589	37,570	479,304
Carrying amount						
At 30 September 2025	1,246,613	13,549	-	2,134	4,940	1,267,236
At 30 September 2024	774,235	22,371	-	-	11,577	808,183

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the following 10 years on refurbishing and improving assets. The 10 year period has now elapsed and expenditure during that time on capital and repairs exceeded the required amount.

Significant costs have been capitalised during recent years as part of a fundamental refurbishment of the building. Practical completion of the project was achieved after the year end and the asset will therefore be depreciated from that date.

The course and project IT equipment and training kitchen are used for charitable purposes. The office furniture and equipment is employed in management and administration.

13 Debtors

	2025	2024
Amounts falling due within one year:	**£**	**£**
Trade debtors	36,625	56,628
Other debtors	554	-
Prepayments and accrued income	21,187	18,980
	58,366	75,608

14 Loans and overdrafts

	2025	2024
	£	**£**
Bank loans	114,485	33,230
Payable within one year	32,046	16,417
Payable after one year	82,439	16,813

Included in the total balance outstanding above is £8,442 (2024: £20,313) relating to a bank loan secured by fixed charges over the freehold property. The term of the bank loan is ten years starting from 2016 and interest is charged at the base rate plus 3.15% per annum, and was fully repaid as at the date of the approval of the financial statement.

Also included in the total balance outstanding above is £7,917 (2024 £12,917) relating to an unsecured Bounce Back Loan. The term of this loan is 6 years and interest is charged at a fixed rate of 2.5% per annum and is due to be repaid by March 2027.

During the year a new unsecured loan of £109,300 was drawn down from Key Fund as part of a blended loan and grant. The loan is repayable over 5 years and interest is charged at 6.5%.

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Bank loans	**14**	32,046	16,417
Other taxation and social security		7,644	-
Deferred income	**17**	3,199	4,452
Trade creditors		103,554	22,733
Accruals		10,563	5,556
		157,006	49,158

16 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Bank loans	**14**	82,439	16,813

17 Deferred income

	2025 £	2024 £
Other deferred income	3,199	4,452

The capital grants have been recognised as ‘voluntary income’ under the performance method with all relevant performance conditions having been met.

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	3,199	4,452

Movements in the year:

17 Deferred income (Continued)

Deferred income at 1 October 2024	4,452	302,479
Released in the year	(1,253)	(1,026,556)
Resources deferred in the year	-	728,529
Deferred income at 30 September 2025	3,199	4,452

18 Retirement benefit schemes

Defined contribution schemes	**2025** **£**	**2024** **£**
Charge to profit or loss in respect of defined contribution schemes	10,055	8,856

18 Retirement benefit schemes (Continued)

The company operated a defined contributions scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The pension cost charge represents contributions payable by the Company to the fund and amounted to £10,055 (2024: £8,856).

There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a ‘last-man standing arrangement’. Therefore the Company is potentially liable for other participating employers’ obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions.

Further actuarial valuations were carried out at 30 September 2017 and more recently at 30 September 2020. This valuation showed an improved funding level of 96% and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025 - £3.312m pa with no annual increase and expenses of £3.7m pa increasing annually by 3%.

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applied. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate details in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

18 Retirement benefit schemes (Continued)

Defined benefit schemes

The charity operates a defined benefit scheme for qualifying employees. Under the scheme, the employees are entitled to retirement benefits varying between [X] % and [X] % of final salary on attainment of a retirement age of [X] . No other post retirement benefits are provided.

The most recent actuarial valuations of plan assets and the present value of the defined benefit obligation were carried out at [date] by [name], Fellow of the Institute of Actuaries. The present value of the defined benefit obligation, the related current service cost and past service cost were measured using the projected unit credit method.

Key assumptions

	2025	2024
	%	%

Mortality assumptions

	2025	2024
	Years	Years
Retiring today		
- Males		
- Females		
Retiring in 20 years		
- Males		
- Females		

Liabilities/(assets):	2025 £	2024 £
Present value of defined benefit obligations	3,431	1,842
Deficit in scheme	3,431	1,842

Movements in the present value of defined benefit obligations	2025 £
Liabilities at 1 October 2024	3,431

18 Retirement benefit schemes (Continued)

The defined benefit obligations arise from plans funded as follows:	2025 £
Wholly unfunded obligations	-
Wholly or partly funded obligations	-
	3,431

19 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 October 2024	Incoming resources	Resources expended	Transfers	At 30 September 2025
	£	£	£	£	£
	-	-	-	-	(1)
Property improvements	729,556	426,557	(1,195)	-	1,154,918
Educational projects	7,783	-	(7,864)	81	-
Personal development projects	862	-	(857)	(5)	-
Social action projects	2,611	5,000	(7,611)	-	-
SEND Youth Clubs- Awards for All	-	18,389	(11,548)	-	6,841
Arts Council England- GRT Music Future	-	10,085	(5,013)	-	5,072
This Is Us	-	16,500	(10,797)	-	5,703
DCMS Youth Investment Fund Phase 1 (Capital)	4,530	-	(3,036)	-	1,494
Beth's Corner	1,173	14	(1)	-	1,186
DCMS Youth Investment Fund Phase 2 (Revenue)	174	55,256	(55,256)	-	174
Youth Music Grant - Endeavour Live	961	14,964	(15,925)	-	-
Thursday Girls Youth Club	1,247	-	(686)	-	562
SYHA Positive Activities Grant	4,359	8,334	(12,694)	1	-
SYPCC-Burngreave Beyond Engagement	1,645	2,105	(3,875)	125	-
Sheffield Universal Youth Work Grant 2024	7,493	-	(7,487)	(5)	-
Smiles for Miles 2024-27	6,003	11,436	(11,260)	-	6,179
Cash for Kids Holiday Grant	908	(908)	-	-	-
	769,305	567,731	(155,104)	197	1,182,129

19 Restricted funds **(Continued)**

Previous year:	At 1 October 2023	Incoming resources	Resources expended	Transfers	At 30 September 2024
	£	£	£	£	£
Property improvements	-	1,026,556	(297,000)	-	729,556
Educational projects	10,961	21,609	(24,787)	-	7,783
Personal development projects	3,062	10,240	(12,513)	73	862
Social action projects	4,669	5,000	(7,058)	-	2,611
DCMS Youth Investment Fund (Capital)	7,566	-	(3,036)	-	4,530
Beth's Corner	-	1,257	(84)	-	1,173
DCMS Youth Investment Fund Phase 2 (Revenue)	1	129,604	(129,431)	-	174
Sheffield Universal Youth Work Grant	16,493	(3,800)	(12,738)	45	-
Youth Music Grant - Endeavour Live	14,965	-	(14,004)	-	961
Thursday Girls Youth Club	1,302	-	(55)	-	1,247
SYHA Positive Activities Grant	5,923	33,278	(34,842)	-	4,359
SYPCC-Burngreave Beyond Engagement	-	6,315	(4,670)	-	1,645
Sheffield Universal Youth Work Grant 2024	-	14,961	(7,468)	-	7,493
Smiles for Miles 2024-27	-	10,919	(4,916)	-	6,003
Cash for Kids Holiday Grant	-	1,360	(452)	-	908
	64,942	1,257,299	553,054	118	769,305

Restricted funds are those to be applied to further specific purposes of the charity. Larger restricted funds are listed separately, with smaller restricted grants aggregated under the headings personal development, social actions and educational projects.

20 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 October 2024	Incoming resources	Resources expended	Transfers	At 30 September 2025
	£	£	£	£	£
General funds	153,855	394,453	(489,503)	(197)	58,608

Previous year:	At 1 October 2023	Incoming resources	Resources expended	Transfers	At 30 September 2024
	£	£	£	£	£
General funds	147,551	374,040	(367,618)	(118)	153,855

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025	**2025**	**2025**	**2024**	**2024**	**2024**
	£	**£**	**£**	**£**	**£**	**£**
Fund balances at 30 September 2025 are represented by:						
Tangible assets	1,267,236	-	1,267,236	808,183	-	808,183
Current assets/(liabilities)	59,371	-	59,371	(635,673)	769,305	133,632
Long term liabilities	(82,439)	-	(82,439)	(16,813)	-	(16,813)
Provisions and pensions	(3,431)	-	(3,431)	(1,842)	-	(1,842)
	1,240,737	-	1,240,737	153,855	769,305	923,160

22 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	8,863	11,097
Between two and five years	3,149	11,415
	12,012	22,512

23 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

24 Cash generated from operations

	2025 £	2024 £
Surplus for the year	317,577	710,667
Adjustments for:		
Investment income recognised in statement of financial activities	(5)	-
Interest payable recognised in the statement of financial activities	9,565	2,863
Loss on disposal of tangible fixed assets	220	-
Depreciation and impairment of tangible fixed assets	19,355	313,784
Movements in working capital:		
Decrease in debtors	17,242	10,674
Increase/(decrease) in creditors	91,832	(86,596)
(Decrease) in deferred income	(1,253)	(298,027)
Cash generated from operations	454,533	653,365

25 Analysis of changes in net funds

	At 1 October 2024	Cash flows	At 30 September 2025
	£	£	£
Cash at bank and in hand	107,182	50,829	158,011
Loans falling due within one year	(16,417)	(15,629)	(32,046)
Loans falling due after more than one year	(16,813)	(65,626)	(82,439)
	73,952	(30,426)	43,526

Accounts

CHARITY REGISTRATION NUMBER 275061

COMPANY REGISTRATION NUMBER 01157897

ENDEAVOUR TRAINING LIMITED

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

UHY Hacker Young
Chartered Accountants

ENDEAVOUR TRAINING LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jane Haywood	
	David Poulsom	
	Raj Shah	
	Dr Philip Allcock	(Appointed 17 October 2023)
	I Cranfield	(Appointed 25 September 2024)
	Jaspal Dhani	(Appointed 29 January 2025)
Chief executive officer	Edward Thatcher	
Secretary	Rachel Stockton	
Charity number	275061	
Company number	01157897	
Registered office	Endeavour Centre Earl Marshal Road Sheffield S4 8FB	
Independent examiner	Andrew Hulse	
Bankers	Bank of Scotland 38 Threadneedle Street London EC2P 2EH	

CONTENTS

TRUSTEES' REPORT (INCLUDING DIRECTOR'S REPORT)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Trustees present their annual report together with the financial statements of the company for the year ended 30 September 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 Memorandum and Articles of Association, the Companies Act 2006 and "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).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities
The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

Our Theory of Change:
- The **Need**:
  Social, economic, physical and psychological circumstances can limit the aspiration, experiences and opportunities of individuals.
- Our **Vision**:
  A world in which all people have the opportunities and support to develop skills, knowledge and confidence allowing them to fulfil their potential and create a positive future.
- Our **Purpose**:
  Enriching lives through education and adventure.

We achieve our Purpose by:
- Recognising each young person’s individuality. Believing in new opportunities every day.
- Using Personal Development activities to provide alternative education opportunities.
- Using Social Action to help young people understand more about the importance of social responsibility.
- Using Alternative Education approaches to achieve qualifications and accredited outcomes.

Our Operations team is structured to deliver activities from our inner-city adventure, education, youth and community centre in the Burngreave area of Sheffield.

Overview
This has been an unusual and challenging year for the organisation due to a disrupted capital works project funded by the Youth Investment Fund (YIF). A main contractor, appointed just before the start of the year, delivered poor-quality work and submitted unjustified valuations before entering liquidation in July 2024. This halted the project at 70% completion.

Legal advice was sought, including a third-party valuation, and indicated the Contract Administrator may be at fault. A claim has been initiated, and funding has been secured to complete the building project. We are confident, thanks to raising additional grants and loans, that the project will complete by Summer 2025.

The disruption has had wide-ranging impacts. Staff and volunteers worked tirelessly to restore parts of the building to maintain safe, ongoing programme delivery. However, limited space restricted our ability to expand our alternative education provision, resulting in lost revenue. Youth service engagement declined due to disrupted access and limited facilities, negatively effecting potential partnerships and income.

These challenges diverted staff from key strategic tasks, impacting business development, financial planning, and volunteer recruitment. Nonetheless, staff have shown extraordinary dedication in maintaining services under pressure and remain deeply committed to enriching the lives of young people.

Key Activities:

1. Alternative Provision (AP) Enhancement: we have continued our quality improvement programme and have expanded our AP offer to include Key Stage 2 delivery and Forest Skills provision. AP is defined by the Department for Education as education arranged for pupils who would otherwise not be receiving suitable education due to exclusion, illness, or other reasons. Endeavour is on the Sheffield local authority framework to provide AP across the city, and we also seek to directly contract with schools in the local and surrounding areas.

2. Youth Work Development: we have maintained our core youth clubs in which young people are empowered to find their unique voice, participate and grow. We have started delivering a Youth Music programme, engaging young people across Sheffield and Rotherham in alternative music learning.

3. Employment Support and Vocational Initiatives: we have delivered creative and responsive work designed to re-engage those furthest from the labour market.

4. Other Programmes: we have delivered holiday activities, after school sports activities and mental health support. We have also run residentials for young people who otherwise would not be able to afford them.

In summary, we have continued to enhance our educational and youth programmes and fostered a strong internal culture focused on continuous improvement and responsiveness to youth and community needs.

Achievements and performance
Progress against our 2023-24 Strategic Objectives

i) The further development of our Theory of Change has been postponed due to the building project demands and changing funding landscape.

ii) The ongoing demands of delivering our building programme, coupled with the uncertainty created by these works and broader changes in AP commissioning and charity funding, have constrained the effectiveness of our strategic business planning.

Nonetheless, in May 2024, our CEO presented a draft set of Strategic Objectives and Key Performance Indicators (KPIs) to the Board. These were met with broad support, with trustees recommending a greater emphasis on maximising value from the building and strengthening our corporate engagement and support strategies.

iii) We ended the year with a small increase in unrestricted reserves, which was the result of careful financial management in a challenging year due to the ongoing building works and fluctuations in contract income. There was also a large increase in restricted reserves due to the capital grant funding now recognised in the income and expenditure account.

The financial sustainability of our AP has been strengthened by a new model that enables multiple AP themes to be delivered concurrently. This model has also expanded student eligibility to Key Stages 2 and 3, creating further potential for growth. However, this growth has not yet reached a level that ensures sustainability without securing additional unrestricted core funding. Much of our existing core funding is set to end in 2024/25, making it a priority to increase AP referrals from schools, expand our reach to more local authority areas, and secure new sources of unrestricted funding.

In 2023/24, we successfully expanded our directly traded delivery to partners such as Sheffield College, the Higher Education Progression Partnership South Yorkshire (HeppSY), as well as other corporate customers.

iv) In September 2023, Endeavour transitioned to a unified operational staffing team under the leadership of the Head of Operations. A comprehensive staffing review was conducted to ensure our workforce aligns with both current and future work commitments.

Throughout the year, the Endeavour team demonstrated a strong commitment to professional development by engaging in a range of internal and external training opportunities, further enhancing their skills and expertise.

v) Building on the success of last year, Endeavour has continued its transformation of its AP delivery model to better meet the changing needs of our referrals. We have established a defined Catering and Outdoor offer, as well as expanding our offer to include early Key Stage 3 and Primary. We have developed a new curriculum focussed on promoting learners' social, emotional and mental health (SEMH) and on facilitating new engaging ways to experience success. Our curriculum is built on a trauma-informed and nurture model.

vi) The building works, along with the ongoing challenges they presented, prevented us from expanding our youth provision as much as initially planned. However, we successfully strengthened the links between our AP and youth services, enabling more young people with complex needs to access vital support.

Progress Against our 2023-24 Strategic Objectives (continued)

vii) Over the past year, we have undertaken an impact project supported by a Fast Stream placement from the Civil Service. This has allowed us to develop a structured project management process, which we now intend to expand into a full Request for Proposal (RFP) in 2024/25. This process will guide us in selecting the most effective Management Information System to support our operations and future growth.

viii) The ongoing demands of the building works over the past year have significantly limited our capacity to develop and secure new funding sources, particularly for larger grants.

Despite these challenges, we successfully secured a three-year funded programme, Future Bound, in partnership with the Billington Foundation, following a successful pilot. We were successful in becoming one of ten delivery partners for the Smiles for Miles project, a three-year joint-consortia project led by Rotherham’s Children, Young People and Families Consortium. We also won a contract to deliver engagement and employability support to vulnerable adults in Sheffield, funded by the UK Shared Prosperity Fund.

ix) Our progress and the challenges faced in upgrading our building are described above.

x) Over the past year, Endeavour’s Senior Youth Worker has actively engaged in networking to foster a collaborative, partnership-based approach to youth work in the area. This groundwork has been instrumental in shaping our youth work development strategy.

xi) As noted above, we have successfully expanded our directly traded delivery. However, this growth has been primarily within the public and voluntary sector, with only limited engagement from corporate partners.

xii) We have started working with Vivid Creative, who have generously offered pro-bono support to develop our marketing and communications plan. They have helped to produce a new AP brochure which has enabled us to directly market to schools more effectively. We have also developed plans to trial a new marketing strategy built around the tagline ‘Reach Your Peak’.

Financial review

Endeavour's key financial objective is to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

During the year ended 30 September 2024, the building works that commenced in the previous year with a grant from the Youth Investment Fund (Phase 2) were stopped prematurely due to the main contractor experiencing financial difficulties and ultimately going into liquidation. Following legal advice and a third-party valuation of the works completed to date, which identified an overvaluation of the works of £297,000, Endeavour Training has initiated legal action against the Contract Administrator.This has resulted in an impairment loss of £297,000 and is reflected in these accounts. In addition to this disruption, we continue to face challenges in our external funding environment and the ever-changing funding landscape.

Endeavour's income in the Statement of Financial Activities shows a considerable increase this year to £1,631,339 (2023: £547,858). This is primarily due to recognising the capital restricted grants received of £1,026,556 for building works. Prior to this income treatment, Endeavour's operational turnover increased this year to £604,783 following the decrease in the previous year (2023: £547,858). Income to support our core educational provision has increased a little this year to £120,482 (2023: £110,695) following a welcome increase in the funding per student for the 2023/24 year.

We are continuing to address the ongoing challenge of increasing cost pressures and uncertain referral numbers by diversifying the funding for our education and Alternative Provision activities. This continues to be a competitive and challenging market, however, and we only generated an additional £15,278 this year from other sources (2023: £19,990) to support this work. We will continue to seek alternative funding models for Endeavour's alternative education provision.

Overall net assets have increased to £923,160 (2023: £212,493), and this is primarily due to the capital building works and an increase in our restricted funds balance to £769,305 (2023: £64,942). The unrestricted funds have increased to £153,855 (2023: £147,551). Further details of Endeavour's restricted projects can be found at note 19, with the inclusion of the capital income of £1,026,556 and the impairment loss of £297,000.

Expenditure in year was £920,672, including the £297,000 impairment loss (2023: £610,684), resulting in net income of £710,667 (2023: net expenditure of £62,826). The operational expenditure in-year was £623,672 (2023: £610,684). This reflects a closely managed budget, as the increased costs of supporting our charitable activities and the upkeep and running costs of our building remain an ongoing challenge for the charity. As in previous years, our major area of expenditure is our staff costs at £422,323 (2023: £412,504), which equates to 68% of total expenditure during the year (2023: 67%).

In addition to delivering contracts from Sheffield City Council (22% of income; 2023: 27% of income), Endeavour's funding predominantly derives from a variety of grant-giving organisations (65% of income; 2023: 54% of income). Other income comes from donations and investments (6% of income; 2023: 13% of income) and trading activities (7%; 2023: 6%), which primarily relate to selling outdoor activity days to private sector companies.

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves and Financial Policies

We recognise the need to diversify our funding base and raise unrestricted income. This is a long-term strategy to ensure the financial sustainability of the charity.

The Board of Trustees have reviewed our reserves policy considering Charity Commission guidance and the level of free reserves required to operate sustainably through periods of uncertainty. A risk-based approach was used to assess the level of reserves required to provide cover for the following scenarios:

- A temporary loss of income
- A temporary loss of senior management

The Board of Trustees judge that free reserves of 20% of unrestricted income are required in order to ensure financial stability and act as a safeguard against unforeseen expenditure.

The charity holds two types of reserves:

Restricted funds - have been earmarked by donors for specific purposes that meet the overall aims of the charity. These funds are dedicated to specific programmes and the Trustees have no discretion to reallocate them to other uses. On 30 September 2024, the restricted funds balance was £769,305 (2023: £64,942). These funds are for activities detailed in note 19 to the accounts.

Unrestricted funds - the use of unrestricted funds is at the discretion of the Trustees, in accordance with the charity’s objectives. The unrestricted fund balance was £153,855 on 30 September 2024 (2023: £147,551).

As Endeavour do not hold designated funds, free reserves are unrestricted funds less fixed assets. However, for the purposes of this assessment, long-term liabilities and provisions are disregarded. The balance of free reserves on this definition (investments plus current assets less current liabilities) on 30 September 2024 was £133,632 (2023: £245,918), which amounted to 36% of total unrestricted income (2023: 62%).

The company is prohibited by the terms of its Memorandum of Association from paying any dividends.

Plans for future periods
Strategic Objectives 2024–2025

We anticipate that we will be able to bring our capital programme to successful completion in the coming year but must acknowledge that ongoing delays and challenges may impact on our ability to meet the following ambitious objectives.

i. Finalise and implement our Theory of Change

ii. Develop a fully costed Strategic Business Plan

iii. Strengthen financial resilience with unrestricted funding and traded income

iv. Develop a significant partnership focussed on youth and/or alternative education delivery

v. Enhance operational efficiency and staff capacity

vi. Diversify programme offerings and expand Alternative Provision (AP)

vii. Expand youth engagement, especially for SEND and high-needs young people

viii. Implement an impact evaluation system with a new MIS

ix. Accelerate fundraising for core and capital needs

x. Complete and upgrade our building infrastructure

xi. Deepen community engagement and strengthen local partnerships

xii. Strengthen corporate and business sector engagement

xiii. Enhance visibility across Sheffield City Region with targeted marketing

These objectives outline our ambitious plans for the year, reflecting our dedication to growth, operational excellence, youth and community impact. Through strategic planning and execution, Endeavour Training looks forward to achieving these milestones and continuing to enrich the lives of those we serve.

Structure, governance and management

Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation

The governing body is the Board, whose members are non-executive and unpaid. The Board meets between 4 and 6 times per year, retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day-to-day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

Commitment from the Trustees remains high and areas for future investment of time include strategy and risk management particularly linked to our financial position and the oversight of our building and its future development.

Trustees are trained and supported on governance requirements and are invited to participate in our staff conferences and young people awards ceremonies.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Jane Haywood	
Jo McSherrie	(Resigned 28 November 2023)
David Poulsom	
Raj Shah	
Collette Bailey	(Resigned 23 April 2024)
Dr Philip Allcock	(Appointed 17 October 2023)
Anne Wilson	(Appointed 28 November 2023 and resigned 25 September 2024)
I Cranfield	(Appointed 25 September 2024)
Jaspal Dhani	(Appointed 29 January 2025)

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees and directors of the charity, are elected by the members. Board members are appointed for a fixed term of three years. They can be re-elected for a further two terms if eligible for re-appointment. The minimum number of Board members is three, the maximum number is ten.

Board members at the date of this Report are listed in the Reference and Administrative Details section. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

Qualifying third party indemnity provisions
Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control
The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies
We operate under a full set of operating policies, into which staff had input when being developed and implemented.

Health and Safety
Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee, which meets monthly. This committee membership includes the senior management team and key operational staff and is chaired by the Director of Finance & Resources.

Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off-road cycling.

The Health & Safety Committee also deals with standards in other activities such as archery, bushcraft and orienteering.

All health and safety issues across the organisation are monitored by the committee. All staff are trained in critical incident response procedures and in safety at work procedures.

Safeguarding
Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

Equality and Diversity

Endeavour recognises the richness and creativity of a diverse society, but we also recognise that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified.

We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment, we will strive to create a working, training and learning environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement

Endeavour seeks to engage all employees and volunteers in its activities and achievements. Staff feedback surveys are carried out twice a year, in which all staff (including casual and freelance staff who may not work with us regularly) are invited to share their views about Endeavour. Results of the surveys are shared at monthly staff meetings and discussed in supervision meetings with line managers. A number of regular weekly and monthly management meetings and delivery staff meetings are held. Monthly staff briefings take place alongside an annual staff conference at which staff are kept up to date with any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference ensures good-quality communication across all levels of the organisation.

Supplier payment policy

The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to 44 day's purchases, based on the average daily amount invoiced by suppliers during the year.

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

David Poulsom
Trustee
Dated: 19 June 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED

I report to the trustees on my examination of the financial statements of Endeavour Training Limited (the charity) for the year ended 30 September 2024.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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 financial statements to be reached.

Andrew Hulse
UHY Hacker Young

Chartered Accountants

Dated: 19 June 2025

ENDEAVOUR TRAINING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	Unrestricted funds general £	Restricted funds £	Total 2024 £	Unrestricted funds general £	Restricted funds £	Total 2023 £
Income from:							
Donations and legacies	**3**	74,828	-	74,828	69,432	1,500	70,932
Income from charitable activities	**4**	275,875	229,486	505,361	294,273	151,196	445,469
Other trading activities		23,337	1,257	24,594	29,436	-	29,436
Investments		-	-	-	2,021	-	2,021
Material other income	**5**	-	1,026,556	1,026,556	-	-	-
Total income		374,040	1,257,299	1,631,339	395,162	152,696	547,858
Expenditure on:							
Expenditure on raising funds	**6**	7,115	84	7,199	21,902	-	21,902
Charitable activities		360,503	552,970	913,473	439,047	149,735	588,782
Total resources expended		367,618	553,054	920,672	460,949	149,735	610,684
Net gains/(losses) on investments	**10**	-	-	-	6,365	-	6,365
Net incoming/(outgoing) resources before transfers		6,422	704,245	710,667	(59,422)	2,961	(56,461)
Gross transfers between funds		(118)	118	-	(330)	330	-
Net movement in funds		6,304	704,363	710,667	(59,752)	3,291	(56,461)
Fund balances at 1 October 2023		147,551	64,942	212,493	207,303	61,651	268,954
Fund balances at 30 September 2024		153,855	769,305	923,160	147,551	64,942	212,493

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	**12**		808,183		275,224
Current assets					
Debtors	**13**	75,608		86,282	
Cash at bank and in hand		107,182		324,603	
		182,790		410,885	
Creditors: amounts falling due within one year	**15**	(49,158)		(164,967)	
Net current assets			133,632		245,918
Total assets less current liabilities			941,815		521,142
Creditors: amounts falling due after more than one year	**16**		(16,813)		(301,492)
Provisions for liabilities	**18**		(1,842)		(7,157)
Net assets			923,160		212,493
Income funds					
Restricted funds	**20**		769,305		64,942
Unrestricted funds - general			153,855		147,551
			923,160		212,493

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2024.

The director acknowledges her responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 19 June 2025

David Poulsom
Trustee

Company registration number 01157897

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from operations	**24**		653,366		268,199
Investing activities					
Purchase of tangible fixed assets		(846,742)		(140,087)	
Proceeds from disposal of investments		-		69,452	
Investment income received		-		2,021	
Net cash used in investing activities			(846,742)		(68,614)
Financing activities					
Repayment of bank loans		(18,484)		(15,321)	
Repayment of retirement benefit obligation		(5,561)		(11,870)	
Net cash used in financing activities			(24,045)		(27,191)
Net (decrease)/increase in cash and cash equivalents			(217,421)		172,394
Cash and cash equivalents at beginning of year			324,603		152,209
Cash and cash equivalents at end of year			107,182		324,603

1 Accounting policies

Charity information

Endeavour Training Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Endeavour Centre, Earl Marshal Road, Sheffield, S4 8FB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. 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 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

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income represents returns from listed investments and are recognised on receipt.

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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and included project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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:

Freehold land and buildings	Over the period of the lease
Property improvements	16 years straight line
Plant and equipment	20%-25% straight line
Fixtures and fittings	25% straight line
Computers	25% straight line
Motor vehicles	12.5%-25% straight line

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 Accounting policies (Continued)

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset’s original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

1 Accounting policies (Continued)

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

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 Donations and legacies

	Unrestricted funds general 2024 £	Unrestricted funds general 2023 £	Restricted funds 2023 £	Total 2023 £
Donations and legacies	74,828	69,432	1,500	70,932

4 Income from charitable activities

	Organisational and personal development	Educational projects	Total	Organisational and personal development	Educational projects	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Charitable activities	383,996	120,482	504,478	334,774	110,695	445,469
Charitable rental income	883	-	883	-	-	-
	384,879	120,482	505,361	334,774	110,695	445,469
Analysis by fund						
Unrestricted funds - general	155,393	120,482	275,875	136,858	110,695	294,273
Restricted funds	229,486	-	229,486	103,455	-	151,196
	384,879	120,482	505,361	240,313	110,695	445,469

5 Material other income

Material other income represents grants for the purpose of the substantial property improvements.

6 Expenditure on raising funds

	Restricted funds	Total 2024	Total 2023
	£	£	£
Staging fundraising events	-	7,115	21,753
Other fundraising costs	84	84	-
Staff costs	-	-	149
	84	7,199	21,902

7 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Depreciation	13,666	-	13,666	19,139	-	19,139
Administration costs	54,146	-	54,146	80,091	-	80,091
ICT and telephone	11,998	-	11,998	11,528	-	11,528
Legal and professional charges	38,000	-	38,000	37,118	-	37,118
Premises costs	35,976	-	35,976	30,127	-	30,127
Audit fees	-	4,320	4,320	-	4,020	4,020
	153,786	4,320	158,106	178,003	4,020	182,023
Analysed between						
Charitable activities	153,786	4,320	158,106	178,003	4,020	182,023

Governance costs includes payments to the independent examiner of £4,320 (2023- £4,020) for independent examination fees.

8 Trustees

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

No trustees received reimbursement during the year in relation to expenses incurred (2023: £nil).

9 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	12	14

9 Employees (Continued)

Employment costs	2024	2023
	£	£
Wages and salaries	305,598	398,775
Social security costs	21,682	32,758
Other pension costs	8,528	9,560
	335,808	441,094

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

10 Net gains/(losses) on investments

	2024	2023
	£	£
Gain on disposal of investment	-	6,365

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 October 2023	270,225	92,533	72,455	4,864	69,348	509,425
Additions	830,037	16,705	-	-	-	846,742
Disposals	-	(684)	-	-	-	(684)
At 30 September 2024	1,100,262	108,554	72,455	4,864	69,348	1,355,483
Depreciation and impairment						
At 1 October 2023	26,209	80,312	72,455	4,864	50,361	234,201
Depreciation charged in the year	2,818	6,555	-	-	7,410	16,783
Impairment losses	297,000	-	-	-	-	297,000
Eliminated in respect of disposals	-	(684)	-	-	-	(684)
At 30 September 2024	326,027	86,183	72,455	4,864	57,771	547,300
Carrying amount						
At 30 September 2024	774,235	22,371	-	-	11,577	808,183
At 30 September 2023	244,017	12,220	-	-	18,987	275,224

12 Tangible fixed assets (Continued)

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the following 10 years on refurbishing and improving assets. The 10 year period has now elapsed and expenditure during that time on capital and repairs exceeded the required amount.

The course and project IT equipment and training kitchen are used for charitable purposes. The office furniture and equipment is employed in management and administration.

13 Debtors

	2024	2023
Amounts falling due within one year:	**£**	**£**
Trade debtors	56,628	60,168
Other debtors	-	111
Prepayments and accrued income	18,980	26,003
	75,608	86,282

14 Loans and overdrafts

	2024	2023
	£	**£**
Bank loans	33,230	49,095
Payable within one year	16,417	18,528
Payable after one year	16,813	30,567

Included in the total balance outstanding above is £20,313 (2023: £31,179) relating to a bank loan secured by fixed charges over the freehold property.

The term of the bank loan is ten years starting from 2016 and interest is charged at the base rate plus 3.15% per annum.

Also included in the total balance outstanding above is £12,917 (2023 £17,916) relating to an unsecured Bounce Back Loan. The term of this loan is 6 years and interest is charged at a fixed rate of 2.5% per annum.

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Bank loans	**14**	16,417	18,528
Deferred income	**18**	4,452	31,554
Trade creditors		22,733	107,832
Accruals and deferred income		5,556	7,053
		49,158	164,967

16 Creditors: amounts falling due after more than one year

	Notes	2024 £	2023 £
Bank loans	**14**	16,813	30,567
Deferred income	**18**	-	270,925
		16,813	301,492

Deferred income comprises amounts received under a capital grant for work on the freehold land and building.

Provisions for liabilities

	Notes	2024 £	2023 £
Retirement benefit obligations	**19**	1,842	7,157
		1,842	7,157

18 Deferred income

	2024 £	2023 £
Other deferred income	4,452	302,479

The capital grants have been recognised as 'voluntary income' under the performance method with all relevant performance conditions having been met.

18 Deferred income **(Continued)**

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Deferred income is included within:		
Current liabilities	4,452	31,554
Non-current liabilities	-	270,925
	4,452	302,479
Movements in the year:		
Deferred income at 1 October 2023	302,479	27,115
Released in the year	(1,026,556)	-
Resources deferred in the year	728,529	275,364
Deferred income at 30 September 2024	4,452	302,479

19 Retirement benefit schemes

Defined contribution schemes

19 Retirement benefit schemes **(Continued)**

The company operated a defined contributions scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The pension cost charge represents contributions payable by the Company to the fund and amounted to £8,856 (2023: £8,528).

There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a ‘last-man standing arrangement’. Therefore the Company is potentially liable for other participating employers’ obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions.

Further actuarial valuations were carried out at 30 September 2017 and more recently at 30 September 2020. This valuation showed an improved funding level of 96% and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025 - £3.312m pa with no annual increase and expenses of £3.7m pa increasing annually by 3%.

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applied. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate details in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

19 Retirement benefit schemes **(Continued)**

The present value of the pension commitment at 30 September 2024 was £1,842 (2023: £7,157). A rate of discount of 5.24% was used as at 30 September 2024 (2023: 5.88%). The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The amounts recognised in profit for the scheme are as follows:

Year ended 30 September 2024:
Unwinding of the discount factor (interest expense) - £245 debit (2023: £550).
Remeasurements – impact of any change in assumptions £1 debit (2023: £5).

The deficit contributions payable by the Company to the scheme are £11,243 pa.

20 Restricted funds

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

		Movement in funds				Movement in funds			
	Balance at 1 October 2022	Incoming resources	Resources expended	Transfers	Balance at 1 October 2023	Incoming resources	Resources expended	Transfers	Balance at 30 September 2024
	£	£	£	£	£	£	£	£	£
Property improvements	-	-	-	-	-	1,026,556	(297,000)	-	729,556
Educational projects	16,078	31,599	(36,835)	119	10,961	21,609	(24,787)	-	7,783
Personal development projects	7,152	34,496	(39,149)	563	3,062	10,240	(12,513)	73	862
Social action projects	17,819	23,720	(36,423)	(447)	4,669	5,000	(7,058)	-	2,611
DCMS Youth Investment Fund (Capital)	10,602	-	(3,036)	-	7,566	-	(3,036)	-	4,530
Beth's Corner	10,000	-	(10,094)	94	-	1,257	(84)	-	1,173
DCMS Youth Investment Fund Phase 2 (Revenue)	-	18,111	(18,110)	-	1	129,604	(129,431)	-	174
Sheffield Universal Youth Work Grant	-	20,000	(3,507)	-	16,493	(3,800)	(12,738)	45	-
Youth Music Grant - Endeavour Live	-	14,965	-	-	14,965	-	(14,004)	-	961
Thursday Girls Youth Club	-	1,500	(198)	-	1,302	-	(55)	-	1,247
SYHA Positive Activities Grant	-	8,306	(2,383)	-	5,923	33,278	(34,842)	-	4,359
SYPCC-Burngreave Beyond Engagement	-	-	-	-	-	6,315	(4,670)	-	1,645
Sheffield Universal Youth Work Grant 2024	-	-	-	-	-	14,961	(7,468)	-	7,493
Smiles for Miles 2024-27	-	-	-	-	-	10,919	(4,916)	-	6,003
Cash for Kids Holiday Grant	-	-	-	-	-	1,360	(452)	-	908
	61,651	152,697	(149,735)	329	64,942	1,257,299	(553,054)	118	769,305

20 Restricted funds (Continued)

Restricted funds are those to be applied to further specific purposes of the charity. Larger restricted funds are listed separately, with smaller restricted grants aggregated under the headings personal development, social actions and educational projects.

21 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 30 September 2024 are represented by:						
Tangible assets	808,183	-	808,183	275,224	-	275,224
Current assets/(liabilities)	(635,673)	769,305	133,632	180,976	64,942	245,918
Long term liabilities	(16,813)	-	(16,813)	(301,492)	-	(301,492)
Provisions and pensions	(1,842)	-	(1,842)	(7,157)	-	(7,157)
	153,855	769,305	923,160	147,551	64,942	212,493

22 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	11,097	11,888
Between two and five years	11,415	20,498
	22,512	32,386

23 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2024	2023
	£	£
Aggregate compensation	135,408	161,796

24 Cash generated from operations

	2024	2023
	£	£
Surplus/(deficit) for the year	1,007,667	(56,461)
Adjustments for:		
Investment income recognised in statement of financial activities	-	(2,021)
Fair value gains and losses on investment properties	-	(6,365)
Depreciation and impairment of tangible fixed assets	16,784	19,339
Interest payable recognised in statement of financial activities	2,863	-
Movements in working capital:		
Decrease/(increase) in debtors	10,675	(51,919)
(Decrease)/increase in creditors	(86,596)	80,080
(Decrease)/increase in deferred income	(298,027)	275,364
Cash generated from operations	653,366	258,017

25 Analysis of changes in net funds

	At 1 October 2023	Cash flows	At 30 September 2024
	£	£	£
Cash at bank and in hand	324,603	(217,421)	107,182
Loans falling due within one year	(18,528)	2,111	(16,417)
Loans falling due after more than one year	(30,567)	13,754	(16,813)
	275,508	(201,556)	73,952

ENDEAVOUR TRAINING LIMITED

England & Wales - Charity number 275061

Accounts

CHARITY REGISTRATION NUMBER 275061

COMPANY REGISTRATION NUMBER 01157897

ENDEAVOUR TRAINING LIMITED

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

ENDEAVOUR TRAINING LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jane Haywood	
	David Poulsom	
	Raj Shah	
	Collette Bailey	
	Dr Philip Allcock	(Appointed 17 October 2023)
	Anne Wilson	(Appointed 28 November 2023)
Chief executive officer	Edward Thatcher	
Secretary	Rachel Stockton	
Charity number	275061	
Company number	01157897	
Registered office	Endeavour Centre Earl Marshal Road Sheffield S4 8FB	
Independent examiner	Andrew Hulse	
Bankers	Bank of Scotland 38 Threadneedle Street London EC2P 2EH	

ENDEAVOUR TRAINING LIMITED

CONTENTS

ENDEAVOUR TRAINING LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The Trustees present their annual report together with the audited financial statements of the company for the year ended 30 September 2023.

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 Memorandum and Articles of Association, the Companies Act 2006 and "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).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities
The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

As part of an ongoing Theory of Change Process we have recently clarified:

- The **Need** our work addresses:
  Social, economic, physical and psychological circumstances can limit the aspiration, experiences and opportunities of individuals.
- Our **Vision** for a better future that our work will help create:
  A world in which all people have the opportunities and support to develop skills, knowledge and confidence allowing them to fulfil their potential and create a positive future.
- Our **Purpose** – what we do to bring about our vison:
  Enriching lives through education and adventure.

We achieve our Purpose by:

- Recognising that each young person is unique and has their own way of seeing and understanding the world around them. Endeavour uses a range of approaches and different experiences that cater to these individual needs.
- Believing in being relentlessly reasonable and treating each day with each young person as a new start and a new opportunity to succeed.
- Using Personal Development activities to provide alternative education opportunities for those young people who learn better outside the classroom, building upon their existing soft skills.
- Using Social Action to help young people understand more about the importance of social responsibility and the value of giving something back to society.
- Using Education to teach young people and enable them to achieve qualifications and accredited outcomes.

Our Operations team is structured to deliver **Education**, **Programmes** and **Youth Empowerment** activities from our inner-city adventure, education, youth and community centre in the Burngreave area of Sheffield.

Overview
During this year the extraordinary dedication and passion of our staff at Endeavour Training has enabled us to successfully navigate challenges and continue enriching the lives of young people. Our team’s unwavering commitment has empowered our young learners, enriched our programmes, and advanced our mission. Their hard work has not only shaped a brighter future for those we serve but has also sown seeds of hope and resilience across our community.

During the year Endeavour Training has undertaken a number of significant activities, programmes and development initiatives including:

1. Alternative Provision (AP) Enhancement: We demonstrated a commitment to improving our Alternative Provision. We revised our AP model to better serve a changing cohort of young learners, particularly addressing the needs of those with high-needs and behavioural challenges. Ensuring each delivery day had a clear theme, accessing more and better staff training and re-evaluating staff-to-learner ratios were key steps in enhancing the effectiveness and safety of our provisions.

1. Youth Work Development: We appointed a Lead Youth Worker to drive the expansion of our youth provision which continues to flourish, offering a supportive and dynamic environment where young people are empowered to participate and grow.

1. Employment Support and Vocational Initiatives: We delivered on our commitment to develop young people’s confidence around employment through our Positive Change, Street Games and catering programmes.

1. Other Programmes: Beyond our core alternative provision, our diverse range of programmes has reflected our commitment to holistic development. From Green and Blue Social Prescribing to environmental stewardship, we're nurtured varied talents and interests, ensuring every individual has the opportunity to discover their passion and potential in a supportive setting. We’ve delivered holiday activities, after school sports activities, mental health support and programmes designed to reduce the incidence of youth crime.

1. Staffing and Recruitment: Throughout the year, we focused on strengthening our team through strategic recruitment and staff development. This included hiring key positions like a Senior Youth Worker and emphasizing staff training and development to meet the evolving needs of our programmes.

1. Fundraising and Financial Management: We held several successful fundraising events, including a golf day and a charity dinner, contributing to our financial sustainability. We were proactive in managing our cash flow, ensuring our organization's financial health despite the challenges of inflation and increases in the cost of living.

1. Building Updates and Improvements: recognising that our building required significant renewal to facilitate better youth work and promote community engagement, we sought and won a grant of over £1 million from the Government’s Youth Investment Fund for a significant programme of updates and improvements. This programme started in August and will complete in April 2024. The programme includes essential renovations as well as the construction of improved delivery spaces, a music studio, and better disabled access amenities. It will ensure our facilities are conducive to delivering our services effectively as well as enabling future development of our youth work activities.

In summary, we have actively engaged in enhancing our educational and youth programmes, focused on strategic recruitment, financial management, youth & community engagement, and facility improvement. We have fostered a strong internal culture focused on continuous improvement and responsiveness to youth and community needs. These efforts align with our mission to provide effective and impactful services to young people and the community.

For details of the impact we have had please see **Appendix#1 'Impact Report'.**

Achievements and performance

Progress Against our 2021-22 Strategies and Plans

Continue to grow our delivery across Rotherham and Sheffield as well as testing delivery models in other locations.

We have been successful in continuing to grow our delivery across Rotherham and Sheffield through delivering over 30 funded programmes. We have worked with a wider variety of participants including primary aged children. We have expanded our reach in terms of the personal challenges and issues our participants face.

Diversify referral routes into the Endeavour Education Centre, approaching schools directly in addition to the local authority.

Whilst we have been successful in marketing our AP offer directly to some schools, their referrals were still placed through Sheffield City Council's Progressions team as this enabled them to rely on the council's AP Quality Assurance framework. For this reason, we decided not to pursue direct referrals.

In general, referrals to our Alternative Provision (AP) provision fell below our annual target. Furthermore, referral numbers continued to be low at the start of the year and to be disproportionately high in the summer term. This uneven distribution highlighted that many schools were referring learners to us as a last resort rather than as a proactive & preventative re-engagement measure. In response to this and to the changing needs of the young people referred to us we conducted a thorough review of our AP. This review demonstrated a clear need for a more dynamic, focussed and genuinely alternative education offer. Accordingly, from September 2023 each day of our key stage four offer will have a specific focus (such as catering or outdoor activities) and schools will be able to refer learners only to those days deemed to offer the greatest benefit. Most learners will be expected to join us initially for one day a week.

Develop a Primary and Key Stage 3 alternative provision offer in response to a growing need in Sheffield.

We established a one day per week primary provision, which has proved to be very successful and well regarded by both children and their referrers. We have drawn up plans to expanding this to two days a week from September 2023.

Secure more medium-term and long-term project funding and develop additional traded income streams to ensure greater sustainability of both our organisation and the support we offer participants.

We have completed directly funded work with:

The Source
Brushes TARA
Princes Trust
HSBC (Corporate Activities)

Progress Against our 2021-22 Strategies and Plans (continued)

Continue increasing the quality of our delivery through greater staff engagement, a more robust supervision process, better training and development.

We have:

- Established and embedded a more robust induction and probation period
- Developed a functional governance calendar
- Embedded staff development opportunities into team meetings
- Merged our educational and programmes teams into one operational team thus improving staff cohesion and communication as well as their flexibility and adaptability
- Accessed fully funded training through Advance SCR
- Continued to seek feedback from staff every six months, which is shared with and acted on by our senior team and board

In response to the post Covid recruitment and skills crisis, become better able to ‘grow’ our own staff. We have:

- Retained a staff member who first came to work for Endeavour through the Kickstart scheme
- Been able to offer casual workers permanent positions

Raise the profile of Endeavour across Sheffield City Region and South Yorkshire developing a comprehensive marketing and communications plan

We have entered into discussions with a local brand management company with a view to a re-launch. This work will be completed in 2023-24.

Ensure our funded programmes ‘dovetail’ with each other to ensure the best outcomes for young people and an efficient use of staff time and resources.

We have internally supported several participants to transition between programmes, with a number of AP learners becoming youth leaders in our Youth Clubs

Extend our youth work to include regular sessional youth work and detached work.

We secured funding from Universal Youth Work and Youth Investment Fund to drive forward our open access youth club provision. We currently have the following three operating regularly:

- Junior Wednesday Youth Club
- Junior Saturday Youth Club
- Senior Thursday Girls Group

Become better embedded in our local community and a trusted partner to vulnerable and disadvantaged local people.

Our delivery of locally focussed youth clubs and holiday activities has contributed to greater engagement with and trust from the local community.

Build on the success of our Covid recovery work, to develop programmes that work with more diverse client groups - offering a green social prescribing service that promotes mental and physical well-being, family and community programmes and support for vulnerable adults.

We have developed a number of low intensity outdoor activities that introduce vulnerable participants to the outdoors in a manner unlikely to cause anxiety – allowing us to build up their confidence to engage in more adventurous outdoor personal development activities.

Recognising the central role families play in young people’s development, we have supported more family groups to engage in our holiday programmes with fantastic results.

Create more opportunities for ‘Adventures’ for Young People and further extend our residential programme – to offer more exciting and enriching residentials to people who couldn’t otherwise afford them.

We have delivered enriching residentials to our Youth Club participants

Taken our AP learners on residential for the first time since Covid

Progress Against our 2021-22 Strategies and Plans (continued)

Develop our buildings and property such that:

- Running and maintenance costs are reduced – allowing more of our income to directly support our participants.
- The building can better meet the needs of multiple and diverse groups accessing our service simultaneously.

  Secured a Youth Investment Fund grant, £1,018k of which will support renovations and improvements to our centre. This work will:

  Bring the fabric of the building up to a good serviceable standard
  Improve safety on and the security of our site
  Reduce future maintenance costs
  Enable us to zone the building, thus facilitating:

  - Our ability to run multiple programmes at the same time
  - Hire and/or loan space to third party users

Complete our Theory of Change process – clarifying all the conditions (outcomes) that must be in place to ensure that we are effective in fulfilling our purpose.

We have established a set of universal outcome measures for all programmes – **see Appendix#1 'Impact Report'.**

Build our capacity and capability to effectively measure our impact and evaluate our work.

We have secured the support of a Civil Service Fast Streamer who will prepare a Full Business Case that will guide our development of this capacity.

Develop a long-term strategy for Endeavour with clear links to our Theory of Change.

This work is ongoing and will be completed in 2023-24.

Financial review

Endeavour's key financial objective is to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

We continue to face challenges in our external funding environment and the ever-changing funding landscape. Endeavour's turnover has fallen to £547,858 following the significant increase in the previous year (2022: £814,572). Income to support our core educational provision has decreased significantly this year to £110,695 (2022: £183,524) but does not reflect the levels that we expect based on the need and demand in the city. The price per student has remained static while we continue to face increasing inflationary cost pressures and uncertain referral volumes. We are addressing this challenge by always seeking to diversify the funding for our Education and Alternative Provision activities and were successful in generating an additional £19,990 this year (2022: £26,157) from other sources to support this work. The price per student has increased for the 2023/24 year and we will continue to seek alternative funding models for Endeavour's adventurous learning provision.

Overall net assets have decreased to £212,493 (2022: £268,954) primarily due to a reduction in our unrestricted funds balance to £147,551 (2022: £207,303). This represents the operating loss during the financial year. It should be noted that the capital funding from the Youth Investment Fund is received in advance and is not included in the income recognised in the Statement of Financial Activities.

Expenditure in the year was £610,684 (2022: £719,456), resulting in net expenditure of £62,826 (2022: net income of £95,116). This reflects the increased costs of supporting our charitable activities, including upkeep and running costs of our building, and a reduction this year in securing funding towards our core costs. As in previous years our major area of expenditure is our staff costs; at £412,504 (2022: £512,286) this equates to 67% of total expenditure during the year (2022: 71%).

In addition to delivering contracts from Sheffield City Council (27% of income), Endeavour's funding predominantly derives from a variety of grant giving organisations (54% of income). Other income comes from donations and investments (13% of income) and trading activities (6%) which primarily relate to selling outdoor activity days to private sector companies.

During the year ended 30 September 2023 we were successful in securing a Youth Investment Fund grant from the Department of Digital, Culture, Media & Sport (DCMS). The purpose of the grant is to advance the objectives of YIF Phase 2, improving local youth facilities and driving positive outcomes for young people. The total amount awarded was £1,145,541 comprising £1,017,756 capital funding and £127,785 revenue funding. A deed of variation was received in January 2024 to increase the maximum sum to £1,216,826, comprising of £1,017,756 capital funding and £199,070 revenue funding, to be spent by 31 March 2025.

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves and Financial Policies

We recognise the need to diversify our funding base and raise unrestricted income. This is a long-term strategy to ensure the financial sustainability of the charity.

The Board of Trustees have reviewed our reserves policy considering Charity Commission guidance and the level of free reserves required to operate sustainably through periods of uncertainty. A risk-based approach was used to assess the level of reserves required to provide cover for the following scenarios:

- A temporary loss of income
- A temporary loss of senior management
- Incurring emergency costs for the maintenance/ repair of the Endeavour Centre

The Board of Trustees judge that free reserves of 20% of income are required in order to ensure financial stability and act as a safeguard against unforeseen expenditure.

The Charity holds two types of reserves:

Restricted funds - have been earmarked by donors for specific purposes that meet the overall aims of the charity. These funds are dedicated to specific programmes and the Trustees have no discretion to reallocate them to other uses. At 30 September 2023, the restricted funds balance was £64,942 (2022: £61,651). These funds are for activities detailed in note 20 to the accounts.

Unrestricted funds - the use of unrestricted funds is at the discretion of the Trustees, in accordance with the Charity's objectives. The unrestricted fund balance was £147,551 at 30 September 2023 (2022: £207,303).

As Endeavour do not hold designated funds, free reserves are unrestricted funds less fixed assets. However, for the purposes of this assessment, long term liabilities and provisions are disregarded. The balance of free reserves on this definition (investments plus current assets less current liabilities) at 30 September 2023 was £245,918 (2022: £170,140) which amounted to 62% of total unrestricted income (2022: 32%).

Dividends - The Company is prohibited by the terms of its Memorandum of Association from paying any dividends.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Plans for future periods
Strategies and Plans for 2023-24
Our objectives for the coming year aim to guide our growth and operational excellence. To promote our ability to effectively meet the needs of vulnerable and disadvantaged young people we will:

- Finalise and implement a comprehensive Theory of Change (ToC): our goal is to finalise our theory of change, providing clear direction on our future endeavours, the projects we will bid for, and the outcomes we will measure and report. This strategic clarity will ensure that all stakeholders understand our mission and the impact we aim to achieve.
- Develop a working strategic business plan: this working document should offer clear guidance around new service development, market development, leveraging of alternative income streams and workforce development. A fully costed first version of this document will be completed by September 2024.
- Strengthen financial management and sustainability: we aim to secure our financial stability through effective cash flow management, ensuring a healthy balance of restricted and unrestricted funds. Our objective includes winning new unrestricted core funding and directly traded contracts, enabling us to maintain a positive financial standing.
- Enhance operational efficiency and staff capacity: our plan involves a comprehensive review of staffing levels to ensure they meet our current and future work commitments. We intend to reduce our reliance on freelancers by hiring additional staff, bringing in fresh talent and enthusiasm to strengthen our team and by ‘growing our own’ through providing existing staff with excellent training and development opportunities.
- Diversify programme offerings and services: a key objective is to diversify our programme offerings, responding effectively to the needs of young people and the wider community. This includes winning contracts for various initiatives such as primary alternative provision (ap) and high needs support, aiming to generate increased referrals and meet the evolving needs of our beneficiaries.
- Expand youth engagement and support services: adapting our services to meet the changing needs of our youth cohort, especially those with high needs, undiagnosed send, and significant behavioural problems, is imperative. We will review and adapt our offerings to provide tailored support, ensuring safe and effective delivery.
- Build our capacity and capability to effectively measure our impact and evaluate our work: through acquiring and implementing a robust monitoring, evaluation and learning system.
- Accelerate fundraising efforts and secure new funding sources: we are committed to bolstering our fundraising success by securing large grants for core and project funding. Our focus will be on demonstrating the effectiveness of our programs to funders and exploring new opportunities for financial support.
- Upgrade building and infrastructure: ensuring that the first and subsequent phases of our capital works ensure our building and facilities meet required standards, promote effective working and do not become a financial burden.
- Become better embedded in our local community and a trusted partner to vulnerable and disadvantaged local young people: by employing our new youth work team to develop detached work, outreach work and new youth clubs ensuring excellent access to targeted support and to the opportunities in our new improved centre.

- Deepen engagement with the business community: we seek to develop and enhance our relationships with the business community, aiming to improve our corporate fundraising efforts and community engagement. This will involve strategic hires and leveraging partnerships to support our growth and impact.
- Raise the profile of Endeavour across Sheffield city region and South Yorkshire developing a comprehensive marketing and communications plan: by creating and enacting a clear communications strategy that identifies for each target audience appropriate communication channels and the focus of our messaging.

These objectives outline our ambitious plans for the year, reflecting our dedication to growth, operational excellence, youth and community impact. Through strategic planning and execution, Endeavour Training looks forward to achieving these milestones and continuing to enrich the lives of those we serve.

Structure, governance and management
Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation
The governing body is the Board whose members are non-executive and unpaid. The Board meets quarterly and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day to day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

Commitment from the Trustees remains high and areas for future investment of time include Strategy and Risk management particularly linked to our financial position and the oversight of our building and its future development.

Trustees are trained and supported on governance requirements and are encouraged to actively involve themselves in the day to day activities of the charity. They are invited to participate in our staff conferences and young people awards ceremonies and at our annual away day we work with them to focus on strategy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Jane Haywood	
Tom Hughes	(Resigned 25 July 2023)
Jo McSherrie	(Resigned 28 November 2023)
David Poulsom	
Raj Shah	
Collette Bailey	
Dr Philip Allcock	(Appointed 17 October 2023)
Anne Wilson	(Appointed 28 November 2023)

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees of the charity, are elected by the members. One third of Board members must retire by rotation at each AGM. They can be re-elected. The maximum number is ten. Following the corporate strategy, trustees are sought to represent the interests of the regions and partnerships in which Endeavour is active.

Board members at the date of this Report are listed in the Reference and Administrative Details section. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

Qualifying third party indemnity provisions
Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control

The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies

We operate under a full set of operating policies which staff had input on when being developed and implemented. Endeavour has introduced a Pay Policy and Endeavour Pay Scale to ensure pay arrangements are objective, transparent, consistent and non-discriminatory. The policy outlines the remuneration arrangements at Endeavour and aims to ensure that:

- Employees’ pay levels are set and reviewed using a clear, rational and transparent process that meets equal pay legislation;
- Pay rates are competitive in the local charity sector (South Yorkshire), and reflect the need to retain key skills;
- Pay decisions are affordable for the charity;
- Any decisions relating to pay and salary progression are consistent, fair and non-discriminatory.

Health and Safety

Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee which meets on a monthly basis. This committee is a sub-committee of the senior management team and is chaired by the Director of Finance & Resources. Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off-road cycling. The Health & Safety Committee also deals with standards in other activities such as archery and orienteering. All health and safety issues across the organisation are monitored by the committee. All staff are trained in critical incident response procedures, and in safety at work procedures.

Safeguarding

Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

Endeavour’s Designated Safeguarding Lead and the Trustee with responsibility for Safeguarding meet on a regular basis and present an annual self-assessment and action plan to the Board.

Equality and Diversity

Endeavour recognises the richness and creativity of a diverse society but we recognise also that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified. We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working, training and learning environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement

Endeavour seeks to engage all employees and volunteers in its activities and achievements. A number of regular management meetings and staff meetings are held. Monthly staff briefings take place alongside an annual staff conference at which the staff are kept up to date with any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference ensures good quality communication across all levels of the organisation.

Supplier payment policy

The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to 44 day's purchases, based on the average daily amount invoiced by suppliers during the year.

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

David Poulsom
Trustee
Dated: 23 April 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED

I report to the trustees on my examination of the financial statements of Endeavour Training Limited (the charity) for the year ended 30 September 2023.

Responsibilities and basis of report
As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity 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 the charity’s financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the charity’s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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 financial statements to be reached.

Andrew Hulse
UHY Hacker Young

Chartered Accountants

Dated: 23 April 2024

ENDEAVOUR TRAINING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	Unrestricted funds	Restricted funds	Total 2023	Unrestricted funds	Restricted funds	Total 2022
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	69,432	1,500	70,932	66,806	598	67,404
Income from charitable activities	4	294,273	151,196	445,469	443,906	274,724	718,630
Other trading activities		29,436	-	29,436	25,656	920	26,576
Investments		2,021	-	2,021	1,962	-	1,962
Total income		395,162	152,696	547,858	538,330	276,242	814,572
Expenditure on:							
Expenditure on raising funds	5	21,902	-	21,902	48,446	-	48,446
Charitable activities		439,047	149,735	588,782	444,974	226,036	671,010
Total resources expended		460,949	149,735	610,684	493,420	226,036	719,456
Net gains/(losses) on investments	9	6,365	-	6,365	(10,795)	-	(10,795)
Net (outgoing)/incoming resources before transfers		(59,422)	2,961	(56,461)	34,115	50,206	84,321
Gross transfers between funds		(330)	330	-	260	(260)	-
Net movement in funds		(59,752)	3,291	(56,461)	34,375	49,946	84,321
Fund balances at 1 October 2022		207,303	61,651	268,954	172,928	11,705	184,633
Fund balances at 30 September 2023		147,551	64,942	212,493	207,303	61,651	268,954

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2023

		2023		2022	
	Notes	**£**	**£**	**£**	**£**
Fixed assets					
Tangible assets	**11**		275,224		157,793
Investments	**12**		-		63,088
			275,224		220,881
Current assets					
Debtors	**13**	86,282		34,363	
Cash at bank and in hand		324,603		152,209	
		410,885		186,572	
Creditors: amounts falling due within one year	**15**	(164,967)		(79,520)	
Net current assets			245,918		107,052
Total assets less current liabilities			521,142		327,933
Creditors: amounts falling due after more than one year	**16**		(301,492)		(46,816)
Provisions for liabilities	**18**		(7,157)		(12,163)
Net assets			212,493		268,954
Income funds					
Restricted funds	**20**		64,942		61,651
Unrestricted funds			147,551		207,303
			212,493		268,954

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 23 April 2024

David Poulsom
Trustee

Company registration number 01157897

ENDEAVOUR TRAINING LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2023

		2023		2022	
	Notes	**£**	**£**	**£**	**£**
Cash flows from operating activities					
Cash generated from operations	**24**		268,199		119,403
Investing activities					
Purchase of tangible fixed assets		(140,087)		(45,385)	
Proceeds from disposal of investment		69,452		-	
Investment income received		2,021		1,962	
Net cash used in investing activities			(68,614)		(43,423)
Financing activities					
Repayment of bank loans		(15,321)		(12,447)	
Repayment of retirement benefit obligation		(11,870)		(15,593)	
Net cash used in financing activities			(27,191)		(28,040)
Net increase in cash and cash equivalents			172,394		47,940
Cash and cash equivalents at beginning of year			152,209		104,269
Cash and cash equivalents at end of year			324,603		152,209

1 Accounting policies

Charity information
Endeavour Training Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Endeavour Centre, Earl Marshal Road, Sheffield, S4 8FB.

1.1 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. 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 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
Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income represents returns from listed investments and are recognised on receipt.

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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and included project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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:

Freehold land and buildings	Over the period of the lease
Plant and equipment	20%-25% straight line
Fixtures and fittings	25% straight line
Computers	25% straight line
Motor vehicles	12.5%-25% straight line

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1 Accounting policies **(Continued)**

1.8 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).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

1 Accounting policies **(Continued)**

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

1.11 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.

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

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

1 Accounting policies (Continued)

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

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 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Donations and legacies	69,432	1,500	70,932	66,806	598	67,404

4 Income from charitable activities

	Organisational and personal development	Educational projects	Total	Organisational and personal development	Educational projects	Total
	2023	2023	2023	2022	2022	2022
	£	£	£	£	£	£
Charitable activities	334,774	110,695	445,469	524,211	194,419	718,630
Analysis by fund						
Unrestricted funds	183,578	110,695	294,273	136,858	194,419	443,906
Restricted funds	151,196	-	151,196	103,455	-	274,724
	334,774	110,695	445,469	240,313	194,419	718,630

5 Expenditure on raising funds

	Total 2023	Total 2022
	£	£
Staging fundraising events	21,753	27,893
Staff costs	149	20,553
	21,902	48,446

6 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Depreciation	19,139	-	19,139	23,888	-	23,888
Administration costs	80,091	-	80,091	91,132	-	91,132
ICT and telephone	11,528	-	11,528	13,842	-	13,842
Legal and professional charges	37,118	-	37,118	32,967	-	32,967
Premises costs	30,127	-	30,127	39,984	-	39,984
Audit fees	-	4,020	4,020	-	3,900	3,900
	178,003	4,020	182,023	201,813	3,900	205,713
Analysed between						
Charitable activities	178,003	4,020	182,023	201,813	3,900	205,713

Governance costs includes payments to the independent examiner of £4,020 (2022- £3,900) for independent examination fees.

7 Trustees

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

No trustees received reimbursement during the year in relation to expenses incurred (2021: £137).

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	14	20

8 Employees (Continued)

Employment costs	2023	2022
	£	£
Wages and salaries	305,598	398,775
Social security costs	21,682	32,758
Other pension costs	8,528	9,560
	335,808	441,094

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

9 Net gains/(losses) on investments

	2023	2022
	£	£
Revaluation of investments	-	(10,795)
Gain on disposal of investment	6,365	-
	6,365	(10,795)

10 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

11 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 October 2022	130,258	92,413	72,455	4,864	69,348	369,338
Additions	139,967	120	-	-	-	140,087
At 30 September 2023	270,225	92,533	72,455	4,864	69,348	509,425
Depreciation and impairment						
At 1 October 2022	23,390	73,912	66,428	4,864	42,951	211,545
Depreciation charged in the year	2,818	6,401	6,027	-	7,410	22,656
At 30 September 2023	26,208	80,313	72,455	4,864	50,361	234,201
Carrying amount						
At 30 September 2023	244,017	12,220	-	-	18,987	275,224
At 30 September 2022	106,867	18,502	6,027	-	26,397	157,793

11 Tangible fixed assets (Continued)

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the following 10 years on refurbishing and improving assets. The 10 year period has now elapsed and expenditure during that time on capital and repairs exceeded the required amount.

The course and project IT equipment and training kitchen are used for charitable purposes. The office furniture and equipment is employed in management and administration.

12 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 October 2022	63,088
Disposals	(63,088)
At 30 September 2023	-
Carrying amount	
At 30 September 2023	-
At 30 September 2022	63,088

13 Debtors

Amounts falling due within one year:	2023 £	2022 £
Trade debtors	60,168	16,056
Other debtors	111	-
Prepayments and accrued income	26,003	18,307
	86,282	34,363

14 Loans and overdrafts

	2023	2022
	£	£
Bank loans	49,095	64,416
Payable within one year	18,528	17,600
Payable after one year	30,567	46,816

Included in the total balance outstanding above is £31,179 (2022: £41,500) relating to a bank loan secured by fixed charges over the freehold property.

The term of the bank loan is ten years starting from 2016 and interest is charged at the base rate plus 3.15% per annum.

Also included in the total balance outstanding above is £17,916 (2022 £22,916) relating to an unsecured Bounce Back Loan. The term of this loan is 6 years and interest is charged at a fixed rate of 2.5% per annum.

15 Creditors: amounts falling due within one year

		2023	2022
	Notes	£	£
Bank loans	**14**	18,528	17,600
Deferred income	**18**	31,554	27,115
Trade creditors		107,832	27,849
Accruals and deferred income		7,053	6,956
		164,967	79,520

16 Creditors: amounts falling due after more than one year

		2023	2022
	Notes	£	£
Bank loans	**14**	30,567	46,816
Deferred income	**18**	270,925	-
		301,492	46,816

Deferred income comprises amounts received under a capital grant for work on the freehold land and building.

Provisions for liabilities	Notes	2023 £	2022 £
Retirement benefit obligations	19	7,157	12,163
		7,157	12,163

18 Deferred income

	2023 £	2022 £
Other deferred income	302,479	27,115

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	31,554	27,115
Non-current liabilities	270,925	-
	302,479	27,115
Movements in the year:		
Deferred income at 1 October 2022	27,115	-
Resources deferred in the year	275,364	27,115
Deferred income at 30 September 2023	302,479	27,115

19 Retirement benefit schemes

Defined contribution schemes

The company operated a defined contributions scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The pension cost charge represents contributions payable by the Company to the fund and amounted to £8,528 (2022: £9,560).

There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the Company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions.

Further actuarial valuations were carried out at 30 September 2017 and more recently at 30 September 2020. This valuation showed an improved funding level of 96% and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025 - £3.312m pa with no annual increase and expenses of £3.7m pa increasing annually by 3%.

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applied. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate details in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

19 Retirement benefit schemes **(Continued)**

The present value of the pension commitment at 30 September 2023 was £7,157 (2022: £12,163). A rate of discount of 5.88% was used as at 30 September 2023 (2022: 6.00%). The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The amounts recognised in profit for the scheme are as follows:

Year ended 30 September 2023:
Unwinding of the discount factor (interest expense) - £550 debit (2022: £439).
Remeasurements – impact of any change in assumptions £5 debit (2022: £710 credit).

The deficit contributions payable by the Company to the scheme are £11,243 pa.

20 Restricted funds

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

		Movement in funds				**Movement in funds**			
	Balance at 1 October 2021	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 1 October 2022**	**Incoming resources**	**Resources expended**	**Transfers**	**Balance at 30 September 2023**
	£	**£**	**£**	**£**	**£**	**£**	**£**	**£**	**£**
Heritage lottery	(8,222)	8,220	-	2	-	-	-	-	-
Educational projects	5,917	36,599	(26,481)	43	16,078	31,599	(36,835)	119	10,961
Personal development projects	7,332	123,240	(123,155)	(265)	7,152	34,496	(39,149)	563	3,062
Social action projects	15,378	43,538	(41,099)	2	17,819	23,720	(36,423)	(447)	4,669
Outdoor activity projects	(8,700)	18,644	(9,902)	(42)	-	-	-	-	-
DCMS Youth Investment Fund (Capital)	-	36,000	(25,398)	-	10,602	-	(3,036)	-	7,566
Sport England Grant	-	10,000	-	-	10,000	-	(10,094)	94	-
DCMS Youth Investment Fund Phase 2 (Revenue)	-	-	-	-	-	18,111	(18,110)	-	1
Sheffield Universal Youth Work Grant	-	-	-	-	-	20,000	(3,507)	-	16,493
Youth Music Grant - Endeavour Live	-	-	-	-	-	14,965	-	-	14,965
Thursday Girls Youth Club	-	-	-	-	-	1,500	(198)	-	1,302
SYHA Positive Activities Grant	-	-	-	-	-	8,306	(2,383)	-	5,923
	11,705	276,241	(226,035)	(260)	61,651	152,697	(149,735)	329	64,942

Restricted funds are those to be applied to further specific purposes of the charity. Larger restricted funds are listed separately, with smaller restricted grants aggregated under the headings personal development, social actions and educational projects.

21 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	**2022**	**2022**	**2022**
	£	**£**	**£**	**£**	**£**	**£**
Fund balances at 30 September 2023 are represented by:						
Tangible assets	275,224	-	275,224	157,793	-	157,793
Investments	-	-	-	63,088	-	63,088
Current assets/(liabilities)	180,976	64,942	245,918	45,401	61,651	107,052
Long term liabilities	(301,492)	-	(301,492)	(46,816)	-	(46,816)
Provisions and pensions	(7,157)	-	(7,157)	(12,163)	-	(12,163)
	147,551	64,942	212,493	207,303	61,651	268,954

Amounts shown above refer to restricted funds recognised in the SOFA. In addition an amount of £270,925 has been received under a capital grant for work on the freehold land and buildings. An amount of £139,967 was spent during the year leaving a balance of £130,958 recognised on the balance sheet with the bank balance.

22 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	11,888	16,853
Between two and five years	20,498	8,008
	32,386	24,861

23 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	161,796	190,689

24 Cash generated from operations

	2023	2022
	£	£
(Deficit)/surplus for the year	(56,461)	84,321
Adjustments for:		
Investment income recognised in statement of financial activities	(2,021)	(1,962)
Fair value gains and losses on investments	(6,365)	10,795
Depreciation and impairment of tangible fixed assets	19,339	25,706
Difference between pension charge and cash contributions	-	(39,119)
Movements in working capital:		
(Increase)/decrease in debtors	(51,919)	15,087
Increase/(decrease) in creditors	80,080	(2,540)
Increase in deferred income	275,364	27,115
Cash generated from operations	258,017	119,403

25 Analysis of changes in net funds

	At 1 October 2022	Cash flows	At 30 September 2023
	£	£	£
Cash at bank and in hand	152,209	172,394	324,603
Loans falling due within one year	(17,600)	(928)	(18,528)
Loans falling due after more than one year	(46,816)	16,249	(30,567)
	87,793	187,715	275,508

ENDEAVOUR TRAINING LIMITED

England & Wales - Charity number 275061

Accounts

CHARITY REGISTRATION NUMBER 275061

COMPANY REGISTRATION NUMBER 01157897

ENDEAVOUR TRAINING LIMITED

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

ENDEAVOUR TRAINING LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jane Haywood Tom Hughes Jo McSherrie David Poulsom Raj Shah Collette Bailey	
Secretary	Rachel Stockton	
Chief Executive Officer	Duncan Pearse	(Resigned 25 March 2022)
	Edward Thatcher	(Appointed 18 March 2022)
Charity number	275061	
Company number	01157897	
Registered office	Endeavour Centre Earl Marshal Road Sheffield S4 8FB	
Independent examiner	Andrew Hulse UHY Hacker Young 6 Broadfield Court Broadfield Way Sheffield S8 0XF	
Bankers	Bank of Scotland 38 Threadneedle Street London EC2P 2EH	

CONTENTS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees present their annual report together with the audited financial statements of the company for the year 1 October 2021 to 30 September 2022.

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 Memorandum and Articles of Association, the Companies Act 2006 and "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).

Since the company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and activities
The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

As part of an ongoing Theory of Change Process we have recently clarified:
- The **Need** our work addresses:
  Social, economic, physical and psychological circumstances can limit the aspiration, experiences and opportunities of individuals.
- Our **Vision** for a better future that our work will help create:
  A world in which all people have the opportunities and support to develop skills, knowledge and confidence allowing them to fulfil their potential and create a positive future.
- Our **Purpose** – what we do to bring about our vison:
  Enriching lives through education and adventure.

Our Vision

We believe that every young person deserves to have the skills, knowledge and resilience to create a positive future.

We achieve our Purpose by:

- Recognising that each young person is unique and has their own way of seeing and understanding the world around them. Endeavour uses a range of approaches and different experiences that cater to these individual needs.
- Believing in being relentlessly reasonable and treating each day with each young person as a new start and a new opportunity to succeed.
- Using **Personal Development** activities to provide kinaesthetic learning, providing less academic young people with an opportunity to thrive and to build upon their existing soft skills.
- Using **Social Action** to help young people understand more about the importance of social responsibility and the value of giving something back to society.
- Using **Education** to teach young people and enable them to achieve qualifications and accredited outcomes. Endeavour is the only GCSE registered alternative education provider in Sheffield.

Our Operations team is structured to deliver **Education** and **Programmes** activities from our base at the Endeavour Centre in Sheffield and across the local South Yorkshire area. All of our activities incorporate the above three ways of working (Personal Development, Social Action and Education).

Future Strategies and Plans

We are committed to sustainably and effectively meet the needs of vulnerable and disadvantaged young people. To this end we will:

- Continue to grow our delivery across Rotherham and Sheffield as well as testing delivery models in other locations.
- Diversify referral routes into the Endeavour Education Centre, approaching schools directly in addition to the local authority.
- Develop a Primary and Key Stage 3 alternative provision offer in response to a growing need in Sheffield.
- Secure more medium-term and long-term project funding and develop additional traded income streams to ensure greater sustainability of both our organisation and the support we offer participants.
- Continue increasing the quality of our delivery through greater staff engagement, a more robust supervision process, better training and development.
- In response to the post Covid recruitment and skills crisis, become better able to ‘grow’ our own staff.
- Raise the profile of Endeavour across Sheffield City Region and South Yorkshire developing a comprehensive marketing and communications plan
- Ensure our funded programmes ‘dovetail’ with each other to ensure the best outcomes for young people and an efficient use of staff time and resources.
- Extend our youth work to include regular sessional youth work and detached work.
- Become better embedded in our local community and a trusted partner to vulnerable and disadvantaged local people.
- Build on the success of our Covid recovery work, to develop programmes that work with more diverse client groups - offering a green social prescribing service that promotes mental and physical well-being; family and community programmes and support for vulnerable adults.
- Create more opportunities for ‘Adventures’ for Young People and further extend our residential programme – to offer more exciting and enriching residentials to people who couldn’t otherwise afford them.
- Develop our buildings and property such that:
    - Running and maintenance costs are reduced – allowing more of our income to directly support our participants
    - The building can better meet the needs of multiple and diverse groups accessing our service simultaneously
- Complete our Theory of Change process – clarifying all the conditions (outcomes) that must be in place to ensure that we are effective in fulfilling our purpose.
- Build our capacity and capability to effectively measure our impact and evaluate our work.
- Develop a long-term strategy for Endeavour with clear links to our Theory of Change.

Achievements and performance

General

During the year October 2021 – September 2022 the creativity of our staff team alongside the commitment to transparency and good governance has allowed us to respond positively to the many challenges we have faced due to the continued impact of the Covid-19 pandemic and changes to our funding. We have continued to provide valuable personal development to vulnerable young people and families whilst consolidating and extending our delivery across new geographical areas and age ranges.

Working with a specialist impact and data consultancy, we engaged with a fully representative cross-section of stakeholders to clarify the NEED we are responding to, our VISION for a better future and our PURPOSE (i.e. how we plan to realise our vision). The outcome of this work will inform our ongoing Theory of Change process.

We have continued to target beneficiaries who experience significant deprivation and vulnerabilities. Our renewed commitment to providing adventurous opportunities to people who would normally be too resource poor to access them has inspired the provision of a number of exciting and enriching residential programmes.

The work we started delivering to vulnerable families and adults, in response to the unprecedented needs of the pandemic, was a great success. Feedback revealed it had massive benefits for participant's social, emotional and mental wellbeing and health. Accordingly, we have successfully sought additional funds to allow us to continue delivering to these groups.

We've successfully developed a number of non-grant funded work themes – which has allowed us to continue serving the needs of vulnerable and disadvantaged people whilst significantly improving the sustainability of the charity.

Endeavour Education Centre (EEC)

During the period October 2021 – September 2022, Endeavour's Alternative Provision (AP) setting (the EEC) continued to deliver education to young people who are unable to access mainstream education or are struggling to succeed in a traditional setting.

2021-22 was a period of flux due to several changes in the approach to commissioning and use of AP made by Sheffield City Council over the year. The commissioner twice changed the number of days per week that individuals could be referred for placements. Furthermore, many learners were referred later in the year - with the bulk of referrals taking place after the halfway point. Referrals had spent longer periods away from education, had more underlying needs and were further from learning ready compared to previous cohorts.

Despite these challenges, our education team's commitment and creativity enabled us to respond positively to these changes and continue to offer a quality Alternative Education Provision tailored to learners needs.

The uncertainty around referrals to the EEC has created significant challenges for both our financial forecasting and our planning for recruitment, staff retention, training and development. To date, we have avoided serious negative impacts by:

- diversifying our referral routes. We have taken referrals from Rotherham local authority as well as more direct referrals from local schools.
- creatively distributing staff and resources across our education programmes work streams.

We hope that this flexibility alongside a greater degree of clarity from the local authority will drive even greater success moving forwards.

Many of this year's enquiries and direct referrals have sought us out because of our ability to deliver GCSES – which has proven the benefit of our continued registration as an exam centre.

As the period drew to a close we were accepted on to the framework for Primary and Key Stage 3 Alternative Provision; the indications are that there is significant need across these new areas of work which we hope will go live in the next academic year. So - while it will be slow to build all this indicates an appetite for growth but with a move away from our traditional Children Missing from Education referrals. Schools are indicating that there is likely to be high levels of need emerging as the true impacts of the pandemic work through.

In the 2021-22 academic year we worked with total of 33 Learners - with the peak number on roll at any point in time being 26.

6 Learners were entered in a total of 15 GCSEs including Maths, English, Geography, Sciences, Arabic. There was an 80% pass rate and 20% of results were a grade 4 or above.

14 Learners completed Functional Skills Qualifications.

All learners had the opportunity to achieve a variety of AQA Unit Award Scheme Certificates for some defined pieces of work and experiences, take part in the John Muir Trust Awards Scheme and work towards their Endeavour Passport.

All learners were provided independent advice and guidance (IAG) to help them plan their post-16 engagement – including visits to colleges and other post-16 providers. Where required, we provided additional support to learners with their transition, enrolment and induction into post-16 settings – which demonstrates our commitment to wrap around care, extending beyond leaners' direct engagement with our education centre.

All learners have taken part in a wide variety of opportunities, experiences and challenges - including our outdoor activity programme. These experiences have helped learners to expand their horizons, explore challenging subjects and develop crucial soft skills such as team-work, tolerance, empathy, communication and resilience. Additionally, our catering offer continued to create significant benefits for engagement with our learners. It has created opportunities for non-traditional teaching of English and Maths, vocational training, fostered positive relationships among learners and staff and helped prevent learners leaving site (to get lunch for example) thus keeping them safe. Learners in the EEC have also continued to benefit from our programme delivery with many of them taking part in our Pathways to Success and Green Influencers (environmental social action) programmes.

Additional information on the cohort:

- One Year 11 was extended beyond GCSESs to the end of term by Sheffield City Council (attendance and inclusion requested this to ensure professionals continue to have eyes on). An EHCP (Education, Health and Care Plan) has been initiated to support post-16 provision. We supported the learner and parent to help secure a suitable post-16 Special Educational Needs (SEN) pathway.
- Five learners were in Year 10, so will continue in to the next period.
- One Year 10 was referred as a short-term step out from mainstream setting with an intention of a reintegration in September. He is also being monitored for additional needs/concerns
- Three learners have social care involvement (Not Looked After Children)
- Three learners have Multi Agency Support Team involvement
- Fourteen learners have additional safeguarding aspects/concerns
- Three learners are looked after children (LAC)
- Two learners have an EHCP, one learner has a draft EHCP – note the number of EHCP does not reflect the levels of learning need or SEN in the cohort as many have not been assessed due to poor engagement with services or erratic school participation.

Learners attending and engaging with the EEC is an important facet of our work. It allows us to keep young people safe, having professionals maintaining oversight of a disadvantaged/marginalised/vulnerable youngster is important. Increasing attendance increases opportunities, particularly to achieve qualifications; and aspiration and ambition can be nurtured through exposure to some of our other programmes for example employability or personal development. Attendance and engagement with the EEC means a learner can start building a relationship with professionals, sometimes for the first time and helps reduce risky and impulsive behaviour outside the centre.

We continued to build our relationship with Northern Rail through our adoption of Darnall Railway Station. This has created opportunities for social action as well as exposure to the wide variety of career opportunities across the rail industry. The EEC and our Community Ambassador Programme Group worked with a local artist to create some art work to display at the station. This has improved the station for the travelling public and reminds them of the possibilities that can be reached from Darnall. It also links the station, the community and Endeavour.

We have taken on two permanent staff who initially started with us in temporary Kickstart supported positions. This positive approach to ‘growing our own’ is helping us develop our own staff and increase our capacity to work with the Endeavour Community. One of these staff came to Endeavour as a young person! Engaging an Assistant Support Mentor from the GRT (Gypsy, Roma and Traveller) community has had a significant positive effect on our ability to communicate with learners and their families as well as contributing to general calmness and well-being.

Current leaner case studies:

- Learner A - last attended school 5 terms ago with attendance of 34% and significant behaviour concerns before being off rolled. She has now engaged well with Endeavour and has an attendance of 73%. Her mum says she is much more positive and values the genuine care the Endeavour staff show for mum and her daughter. Endeavour staff have been able to initiate a draft EHCP to allow her to get the support she needs and deserves.
- Learner B was referred to Endeavour after her attendance in lessons had decreased near 0% at the start of Year 11 due to internal truanting. She was disaffected and disengaged needing a fresh start in a small supportive setting. She came to us with significant history of abuse, direct experience of human trafficking and furthermore had lost her mother at the age of 10. She is a looked after child. Through the Endeavour approach her attendance in sessions built up to 60% (she missed several days as a result of Covid) and she started engaging well with learning. Her disaffection meant that building relationships and trust was a slow process but the use of our catering offer in particular baking with our professional chef achieved positive changes.
- Learner C came to us direct from an active war-zone (Yemen) with no experience of formal education and having experienced significant trauma. His attendance quickly built up to 100%, he really responded to the mix of nurture, adventure and academic work. He focused on improving his basic literacy and numeracy and is encouraging to others. He has been supported with his application to Sheffield College and is keen to embark on further studies once his English ability builds further.
- Learner D was referred to Endeavour as Year 10 got under way as a result of internal truancy and disruption after failing to reintegrate back in to a school setting post lock down. The school leadership were looking to the possibility of permanent exclusion before considering a referral to Endeavour where a mix of education, adventure, personal development and challenge is getting this young person back in to actively engaging with learning and is making good progress. We hope this learner will continue to attend our Education Centre in the next period so that they can achieve a basic suite of qualifications.

Programmes

It has been a busy year for the Programmes team. Coming through the other side of Covid, it was essential for us to hit the ground running knowing the need for support would be at an all-time high. Within the reporting period we had a change to the management of the organisation and the programmes team, which brought about new ideas and focus.

Endeavour have delivered a real commitment to ‘growing our own staff’. Endeavour were part of the Government Kickstart Scheme through which we employed 15 members of staff. Of these 15 members of staff, 5 remained employed by Endeavour either on a permanent or casual contract. Endeavour has also promoted a number of internal staff from Project Worker to Co-ordinator positions, increasing their level of responsibility and autonomy within the organisation.

Throughout the reporting period, there have been over 20 programmes in operation, ranging from 3 months in length to over 36 months.

Progress on the previous year's Future Strategies and Plans

Continue to grow our delivery in Rotherham

We have been successful in growing our delivery in Rotherham through the following programmes: Green and Blue Social Prescribing, Rotherham Mental Health, Arches Ambassador Programme, Anything's Possible, Smiles for Miles, Rotherham HAF (Healthy Activities and Food) and Rotherham Youth Work. These programmes have been delivered to new and existing partner organisations. Delivery that took place in Rotherham has contributed to working with over 450 participants.

Grow our programmes through obtaining funding for small and medium projects – extending work to include youth social action and sessional youth work

During the reporting year, Endeavour have made steady progress in rebuilding our repertoire of programmes. We have been successful in winning numerous smaller bids, and delivering shorter term programmes. The staff team's positive and adaptable approach has made this possible.

Our funded programmes now include: green and blue social prescribing, two young ambassador programmes, a green influencer programme, youth social action programmes, extracurricular adventure sports activities, Rotherham based youth work, healthy holiday activities and food programmes, Burngreave youth support, community safety work with the Safer Sheffield Partnership, several reengagement, personal development, work insight and vocational training programmes.

Endeavour has also continued to expand its delivery remit. In January 2022, Endeavour employed a professional Chef as a Project Co-ordinator enabling us to make full use of our teaching kitchen. This appointment enabled us to deliver high quality catering sessions to adults, children and young people. We in turn, were able to provide them with teaching experience that enabled them to progress to securing a position as a lecturer at a local college. One member of staff has trained as a First Aid Instructor, which has enabled them to deliver accredited First Aid courses to internal staff, and young people on our programmes. Within the reporting period we have also delivered sexual consent workshops to internal Endeavour groups and external groups and schools. This work has provided us with a structured issue-based offer which we can build on and offer as part of future funded work.

Endeavour has continued to build relationships with local organisations and funders. These relationships have led to additional pieces of work, partnership working and additional funding. They also provide Endeavour with opportunities to get involved in steering groups, helping us to shape the future of this type of work. Endeavour were successful in securing funding for a local community consultation. This work has enabled us to meet and seek the ideas of people who do and may come into contact with the Endeavour Centre and get their opinions on how and what the building should be used for. We have been able to reach those 'hard to reach groups' whose voices often go unheard.

Youth Social Action has become an integral part of our delivery offer. The following example demonstrates the impact of our Youth Social Action:

***Participant A's Story**: (Year 6)*
"I am a very shy person, but I am very loving and creative at the same time. I first heard about CAP from our pastoral teacher at school. She told me a bit about what we would be doing on the programme and said that we would get to decide what we wanting our project to be about. I really wanted to get involved because I think it's important to do good things and make the world a better place. I really enjoy making people happy! I thought it would make me feel good about myself and may help to improve my confidence. When I first joined the group, somebody said to me 'what are you going to get out of this?', I replied saying 'I don't need a reward, I just want to help others.

During the CAP programme I have taken part in litter picking the local park, organising a bake sale and doing some baking, as well as doing some cooking to donate to the homeless. I really enjoyed all of these activities and I felt it was important to remember that the activities weren't about us, they were about making the community a better place. My favourite part was doing the bake sale. We made posters to go around school and then baked lots of cookies and buns to sell to our friends at school. I have really enjoyed the CAP programme and it definitely has met my expectations. It has taught me to be grateful for what I have, as some people don't have much. I am very lucky.
I would describe my experience on the programme as carrying out amazing work for a good cause. I have learnt how to cook and what social action is. I have also learnt that it's good to ask people if they are ok, because you don't know what's going on in their life. It's made me realise how brave I am, I never knew I would be able to do this and I have gained so much confidence. I felt I have given back to my community and I would encourage more people to do so. Anyone wanting to take part should remember not to be afraid of not being good enough!
CAP has been an amazing experience and I have learnt new skills for life!"

Build on the success of our Covid recovery work to develop programmes that work with wider client groups offering a green social prescribing service that promotes mental and physical well-being

Through programmes such as Green and Blue Social Prescribing, and Rotherham Mental Health, Endeavour has been able to offer green social prescribing services that promote mental and physical wellbeing. These programmes have worked with a diverse range of clientele and feedback has been positive. These programmes are a great stepping stone onto other programmes to provide additional support and opportunity. A participant said:
"To be involved with a programme that supports people to access the outdoors is something really beneficial and is valuable to both people's mental and physical health."

Build on and extend our residential programme – offering more exciting and enriching residentials to people who couldn't otherwise afford them

Endeavour have continued to deliver residentials to both internal Endeavour groups and external partner organisations. These residentials have been well received and have provided the participants with an opportunity that isn't available to them otherwise.

The following case study demonstrates the impact of our residentials:

Participant B is an 18-year-old male, who is a member of a support group. The group, which is ran by a partner organisation, supports refugee, asylum seeking and newly arrived young people. Having worked with this organisation on previous programmes, it was wonderful to be able to accept their referrals to this programme. Participant B has struggled with his mental health and has recently felt isolated and lonely. In the past few months he has struggled to leave the house and mainly stays in his bedroom. Participant B hasn't been accessing any other services and feels he hasn't had many opportunities. Participant B has been on 3 outdoor days with Endeavour and feels as though he has really benefited from them.

Back in April, Participant B attended a football tournament that was put on for the group, where they enjoyed some friendly competition and socialising. In June we took the train from Sheffield to Grindleford. This was supported by our partnership with Northern Rail, who provided us with free train tickets. When we arrived in Grindleford we took an hour long walk to a popular climbing crag at Laurencefield. After a picnic lunch, the young people took part in some climbing activities. It was great to see the group pushing themselves out of their comfort zone as well as encouraging and supporting their friends.

In August we set off on a 3-day residential in the Yorkshire Dales. None of the 16 young people had been to the Yorkshire Dales before, which made it a great experience for them. Participant B loved exploring new places in the Dales, especially Malham Cove. He also enjoyed walking and being in nature. He was so engaged throughout the trip and started to interact with his peers. From the trip, Participant B felt as though he learned new skills such as how to live with friends and also cooking skills. He had also never experienced stepping stones before, but now knows how to navigate them which will give him confidence to go out and explore in the future. Participant B was unsure about coming on the residential due to his mental health, but said he was really glad he came and felt looked after and safe on the trip. On the last day of the residential Participant B said that he felt really happy. Since the trip, Participant B has decided he would like to join a football team to get him out the house and socialise with friends.

Partners

Partners we have worked with this year include:

- Blackburn Youth Group
- Children in Care Council
- Chilypep
- Chislett Centre
- Clifton Learning Partnership
- Clifton Youth Centre
- Dearne Valley College
- Emma House
- Hilltop
- Intensive Family Support Team
- Jade Youth Centre
- Labre's Hope
- Lighthouse
- Northern Rail
- Peak District National Park
- Phoenix House
- Pitsmoor Adventure Playground
- Project 6
- RANSS (Rotherham Adult Neurodiversity Support Service)
- Rotherham Children Young People and Families Consortium
- Rotherham Opportunities College
- Rotherham Parent and Carers Forum
- Roundabout
- Rush House
- Sheffield City Council
- South Yorkshire Combined Mayoral Passenger Transport Authority
- The Canal and River Trust
- Voluntary Action Rotherham
- Voluntary Action Sheffield
- Wentworth Woodhouse
- Wild Sheffield
- You Said We Changed
- Zest Youth Mentoring

Events and Corporate Engagement

This has been a challenging year for our events programme which was affected by several staff changes to the team, during which we had low take-up on several events and in which several events fell short of their fundraising targets.

Overall, we raised £31,449 through our events:

- Our Yorkshire 3 Peaks event raised £1,549
- Our Golf Day raised £2,766
- Made to Move's fundraising programme raised £4,108.
- Moore Insight's fundraising programme raised £4,585.
- Our Fundraising Dinner and Silent Auction raised £3,109 and helped us progress relationships with key corporate supporters

Yes Tax, have committed to donating £5,000 per annum to support our 'Adventures Fund', creating more opportunities for disadvantaged young people to access the opportunities we can provide.

The Salters Company have granted £3,000 to support our education offer.

We have committed to working with specialist consultants to develop a more effective approach to corporate engagement, events and individual giving.

Grants and Trusts

We have continued to be successful in securing large grant and trust funding, reaching 138% of our target and raising £315,447.

Small grant funding continues to be challenging with only 8% of our target being achieved. However, it is worth noting that Small Grants represents only a small amount of predicted income. We will explore alternative approaches to our small grants target in 2022-23.

Quality Assurance

We continue to drive quality through our engagement with external standards and frameworks including: Adventure Activities Licensing Authority (AALA), the Charity Excellence Framework and examination awarding bodies (AQA, Ed-Excel, WJEC CBAC and OCR).

We are have also reviewed and renewed our internal quality assurance processes – including: session observations, learning walks and observation, teaching and learning sessions.

Financial review

Endeavour's key financial objective is to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

We continue to face challenges in our external funding environment and the ever-changing funding landscape. Endeavour's turnover has significantly increased to £814,572 (2021: £589,257) which exceeded the expected budget increase following the slight reduction in the previous year. Income to support our core educational provision increased from the previous year to £183,524 (2021: £164,153) but does not reflect the levels that we expect based on the need and demand in the city. The price per student has remained static while we continue to face increasing inflationary cost pressures and uncertain referral volumes. We are addressing this challenge by always seeking to diversify the funding for our Education and Alternative Provision activities and were successful in generating £10,895 this year direct from school referrals and an additional £26,157 (2021: £24,089) from other sources to support this work.

Overall net assets have increased to £268,954 (2021: £184,633) primarily due to an increase in our restricted activities funds balance to £61,651 (2021: £11,705) and an increase in cash balances to £152,209 (2021: £104,269).

Expenditure in the year was £719,456 (2021: £629,437), resulting in net income of £95,116 (2021: net expenditure of £40,180). This reflects the increase in income and charitable activities this year, as well as the increased costs of supporting our charitable activities, including upkeep and running costs of our building which is required for us to deliver both our core and non-core activities. As in previous years our major area of expenditure is our staff costs; at £512,286 (2021: £415,032) this equates to 69% of total expenditure during the year (2021: 66%).

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Reserves and Financial Policies

We recognise the need to diversify our funding base and raise unrestricted income. This is a long-term strategy to ensure the financial sustainability of the charity and is even more important as we continue to respond and recover from the impacts of the Covid-19 pandemic.

During the last financial year, our Board of Trustees carried out a review of our reserves policy considering Charity Commission guidance. In setting the new reserves policy, the Board has considered the level of free reserves required to operate sustainably through periods of uncertainty. A risk-based approach was used to assess the level of reserves required to provide cover for the following scenarios:

- A temporary loss of income
- A temporary loss of senior management
- Incurring emergency costs for the maintenance/ repair of the Endeavour Centre

The Board of Trustees judge that free reserves of 20% of unrestricted income are required in order to ensure financial stability and act as a safeguard against unforeseen expenditure.

The Charity holds two types of reserves:

Restricted funds - have been earmarked by donors for specific purposes that meet the overall aims of the charity. These funds are dedicated to specific programmes and the Trustees have no discretion to reallocate them to other uses. At 30 September 2022, the restricted funds balance was £61,651 (2021: £11,705). These funds are for activities detailed in note 19 to the accounts.

Unrestricted funds - the use of unrestricted funds is at the discretion of the Trustees, in accordance with the Charity's objectives. The unrestricted fund balance was £207,303 at 30 September 2022 (2021: £172,928).

As Endeavour do not hold designated funds, free reserves are simply unrestricted funds less fixed assets. However, for the purposes of this assessment, long term liabilities and provisions are disregarded. The balance of free reserves on this definition (investments plus current assets less current liabilities) at 30 September 2022 was £170,140 (2021: £178,377) which amounted to 32% of total unrestricted income (2021: 37%).

Investment Policy - The charity's investments at 30 September 2021 totalled £63,088 (2021: £73,883). These investments are held in Charities Aid Foundation (CAF) funds and managed by Aberdeen Standard Capital Ltd. The Board of Trustees review the performance of and requirement for investments bi-annually, utilising the financial investment experience of the Board. The Trustees consider that a medium to long term investment policy, which aims to preserve the value of capital invested and produce a financial return, remains appropriate. Investments are made in socially responsible assets to reflect the mission of Endeavour.

Dividends - The Company is prohibited by the terms of its Memorandum of Association from paying any dividends.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation

The governing body is the Board whose members are non-executive and unpaid. The Board meets quarterly and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day to day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

Commitment from the Trustees remains high and areas for future investment of time include Strategy and Risk management particularly linked to our financial position and the oversight of our building and its future development.

Trustees are trained and supported on governance requirements and are encouraged to actively involve themselves in the day to day activities of the charity. They are invited to participate in our staff conferences and young people awards ceremonies and at our annual away day we work with them to focus on strategy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Chris Barnes	(Resigned 16 March 2022)
Jane Haywood	
Tom Hughes	
Jo McSherrie	
David Poulsom	
Raj Shah	
George Thatcher	(Resigned 8 March 2022)
Collette Bailey	

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees of the charity, are elected by the members. One third of Board members must retire by rotation at each AGM. They can be re-elected. The maximum number is ten. Following the corporate strategy, trustees are sought to represent the interests of the regions and partnerships in which Endeavour is active.

Board members at the date of this Report are listed in the Reference and Administrative Details section. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

Qualifying third party indemnity provisions

Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control

The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies

We operate under a full set of operating policies which staff had input on when being developed and implemented.

Health and Safety

Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee which meets, at a minimum, on a quarterly basis. This committee is a sub-committee of the senior management team and is chaired by the Director of Finance & Resources. Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off-road cycling. The Health & Safety Committee also deals with standards in other activities such as archery and orienteering. All health and safety issues, including safeguarding, across the organisation are monitored by the committee. All staff are trained in critical incident response procedures, and in safety at work procedures.

Safeguarding

Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

Equality and Diversity

Endeavour recognises the richness and creativity of a diverse society but we recognise also that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified. We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working, training and learning environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement

Endeavour seeks to engage all employees and volunteers in its activities and achievements. A number of regular management meetings and staff meetings are held. Monthly staff briefings take place alongside an annual staff conference at which the staff are kept up to date with the activities of the organisation and any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference, ensures good quality communication across all levels of the organisation.

Supplier payment policy
The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:
- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to 44 day's purchases, based on the average daily amount invoiced by suppliers during the year.

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

David Poulsom
Trustee
Dated: 25 April 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED

I report to the trustees on my examination of the financial statements of Endeavour Training Limited (the charity) for the year ended 30 September 2022.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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 financial statements to be reached.

Andrew Hulse
UHY Hacker Young

Chartered Accountants

Dated: 25 April 2023

ENDEAVOUR TRAINING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Unrestricted funds	Restricted funds	Total 2022	Unrestricted funds	Restricted funds	Total 2021
		£	£	£	£	£	£
Income from:							
Donations and legacies	3	66,806	598	67,404	109,659	10,869	120,528
Income from charitable activities	4	443,906	274,724	718,630	340,019	103,455	443,474
Other trading activities		25,656	920	26,576	23,805	-	23,805
Investments		1,962	-	1,962	1,450	-	1,450
Total income		538,330	276,242	814,572	474,933	114,324	589,257
Expenditure on:							
Expenditure on raising funds	5	48,446	-	48,446	10,705	-	10,705
Charitable activities		444,974	226,036	671,010	432,757	185,975	618,732
Total resources expended		493,420	226,036	719,456	443,462	185,975	629,437
Net gains/(losses) on investments	9	(10,795)	-	(10,795)	10,263	-	10,263
Net incoming/(outgoing) resources before transfers		34,115	50,206	84,321	41,734	(71,651)	(29,917)
Gross transfers between funds		260	(260)	-	-	-	-
Net movement in funds		34,375	49,946	84,321	41,734	(71,651)	(29,917)
Fund balances at 1 October 2021		172,928	11,705	184,633	131,194	83,356	214,550
Fund balances at 30 September 2022		207,303	61,651	268,954	172,928	11,705	184,633

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

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Unrestricted funds	Restricted funds	Total 2022	Unrestricted funds	Restricted funds	Total 2021
		£	£	£	£	£	£
Income from:							

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

		2022		2021	
	Notes	**£**	**£**	**£**	**£**
Fixed assets					
Tangible assets	**10**		157,793		138,114
Investments	**11**		63,088		73,883
			220,881		211,997
Current assets					
Debtors	**12**	34,363		49,450	
Cash at bank and in hand		152,209		104,269	
		186,572		153,719	
Creditors: amounts falling due within one year	**14**	(79,520)		(49,225)	
Net current assets			107,052		104,494
Total assets less current liabilities			327,933		316,491
Creditors: amounts falling due after more than one year	**15**		(46,816)		(64,983)
Provisions for liabilities	**18**		(12,163)		(66,875)
Net assets			268,954		184,633
Income funds					
Restricted funds	**19**		61,651		11,705
Unrestricted funds			207,303		172,928
			268,954		184,633

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 25 April 2023

David Poulsom
Trustee

Company registration number 01157897

ENDEAVOUR TRAINING LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	**23**		119,403		(41,496)
Investing activities					
Purchase of tangible fixed assets		(45,385)		(3,337)	
Investment income received		1,962		1,450	
Net cash used in investing activities			(43,423)		(1,887)
Financing activities					
Repayment of bank loans		(12,447)		14,875	
Repayment of retirement benefit obligation		(15,593)		(19,127)	
Net cash used in financing activities			(28,040)		(4,252)
Net increase/(decrease) in cash and cash equivalents			47,940		(47,635)
Cash and cash equivalents at beginning of year			104,269		151,904
Cash and cash equivalents at end of year			152,209		104,269

1 Accounting policies

Charity information
Endeavour Training Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Endeavour Centre, Earl Marshal Road, Sheffield, S4 8FB.

1.1 Accounting convention
The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. 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 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
Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income represents returns from listed investments and are recognised on receipt.

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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and included project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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:

Freehold land and buildings	Over the period of the lease
Plant and equipment	20%-25% straight line
Fixtures and fittings	25% straight line
Computers	25% straight line
Motor vehicles	12.5%-25% straight line

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1 Accounting policies **(Continued)**

1.8 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).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset’s original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

1 Accounting policies **(Continued)**

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

1.11 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.

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

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

1 Accounting policies **(Continued)**

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

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 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Donations and legacies	66,806	598	67,404	109,659	10,869	120,528

4 Income from charitable activities

	Organisational and personal development	Educational projects	Total	Organisational and personal development	Educational projects	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Charitable activities	524,211	194,419	718,630	240,313	203,161	443,474
Analysis by fund						
Unrestricted funds	249,487	194,419	443,906	136,858	203,161	340,019
Restricted funds	274,724	-	274,724	103,455	-	103,455
	524,211	194,419	718,630	240,313	203,161	443,474

5 Expenditure on raising funds

	Total 2022	Total 2021
	£	£
Staging fundraising events	27,893	6,301
Staff costs	20,553	4,404
	48,446	10,705

6 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Depreciation	23,888	-	23,888	20,640	-	20,640
Administration costs	91,132	-	91,132	28,737	-	28,737
ICT and telephone	13,842	-	13,842	11,624	-	11,624
Legal and professional charges	32,967	-	32,967	25,159	-	25,159
Premises costs	39,984	-	39,984	20,106	-	20,106
Audit fees	-	3,900	3,900	-	3,780	3,780
Trustee expenses	-	-	-	-	137	137
	201,813	3,900	205,713	106,266	3,917	110,183
Analysed between						
Charitable activities	201,813	3,900	205,713	106,266	3,917	110,183

Governance costs includes payments to the independent examiner of £3,900 (2021- £3,150) for independent examination fees.

7 Trustees

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

No trustees received reimbursement during the year in relation to expenses incurred (2021: £137).

8 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	20	10

8 Employees (Continued)

Employment costs

	2022	2021
	£	£
Wages and salaries	398,775	356,625
Social security costs	32,758	25,781
Other pension costs	9,560	5,635
	441,094	388,041

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

9 Net gains/(losses) on investments

	2022	2021
	£	£
Revaluation of investments	(10,795)	10,263

10 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 October 2021	130,258	76,668	72,455	4,864	39,708	323,953
Additions	-	15,745	-	-	29,640	45,385
At 30 September 2022	130,258	92,413	72,455	4,864	69,348	369,338
Depreciation and impairment						
At 1 October 2021	20,574	69,592	51,937	4,864	38,872	185,839
Depreciation charged in the year	2,817	4,319	14,491	-	4,079	25,706
At 30 September 2022	23,391	73,911	66,428	4,864	42,951	211,545
Carrying amount						
At 30 September 2022	106,867	18,502	6,027	-	26,397	157,793
At 30 September 2021	109,684	7,076	20,518	-	836	138,114

10 Tangible fixed assets (Continued)

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the following 10 years on refurbishing and improving assets.

The course and project IT equipment and training kitchen are used for charitable purposes. The office furniture and equipment is employed in management and administration.

11 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 October 2021	73,883
Valuation changes	(10,795)
At 30 September 2022	63,088
Carrying amount	
At 30 September 2022	63,088
At 30 September 2021	73,883

12 Debtors

Amounts falling due within one year:	2022 £	2021 £
Trade debtors	16,056	32,993
Prepayments and accrued income	18,307	16,457
	34,363	49,450

13 Loans and overdrafts

	2022	2021
	£	£
Bank loans	64,416	76,863
Payable within one year	17,600	11,880
Payable after one year	46,816	64,983

Included in the total balance outstanding above is £41,500 (2021: £51,863) relating to a bank loan secured by fixed charges over the freehold property.

The term of the bank loan is ten years starting from 2016 and interest is charged at the base rate plus 3.15% per annum.

Also included in the total balance outstanding above is £22,917 (2021 £25,000) relating to an unsecured Bounce Back Loan. The term of this loan is 6 years and interest is charged at a fixed rate of 2.5% per annum.

14 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Bank loans	**13**	17,600	11,880
Deferred income	**17**	27,115	-
Trade creditors		27,849	29,240
Other creditors		-	240
Accruals and deferred income		6,956	7,865
		79,520	49,225

15 Creditors: amounts falling due after more than one year

	Notes	2022	2021
		£	£
Bank loans	**13**	46,816	64,983

Provisions for liabilities	Notes	2022 £	2021 £
Retirement benefit obligations	18	12,163	66,875
		12,163	66,875

17 Deferred income

	2022 £	2021 £
Other deferred income	27,115	-

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	27,115	-
Movements in the year:		
Deferred income at 1 October 2021	-	-
Resources deferred in the year	27,115	-
Deferred income at 30 September 2022	27,115	-

18 Retirement benefit schemes

Defined contribution schemes

18 Retirement benefit schemes **(Continued)**

The company operated a defined contributions scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The pension cost charge represents contributions payable by the Company to the fund and amounted to £9,560 (2021: £5,635).

There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

18 Retirement benefit schemes **(Continued)**

The scheme is classified as a 'last-man standing arrangement'. Therefore the Company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions.

Further actuarial valuations were carried out at 30 September 2017 and more recently at 30 September 2020. This valuation showed an improved funding level of 96% and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025 - £3.312m pa with no annual increase and expenses of £3.7m pa increasing annually by 3%.

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applied. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate details in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The present value of the pension commitment at 30 September 2022 was £12,163 (2021: £66,875). A rate of discount of 6% was used as at 30 September 2022 (2021: 0.72%). The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The amounts recognised in profit for the scheme are as follows:

Year ended 30 September 2022:
Unwinding of the discount factor (interest expense) - £439 debit (2021: £439).
Remeasurements – impact of any change in assumptions £710 credit (2021: £154 credit).

The deficit contributions payable by the Company to the scheme are £11,243 pa.

19 Restricted funds

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

		Movement in funds				Movement in funds			
	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 1 October 2021	Incoming resources	Resources expended	Transfers	Balance at 30 September 2022
	£	£	£	£	£	£	£	£	£
Hair and beauty salon	10,500	-	(10,500)	-	-	-	-	-	-
Heritage lottery	(6,532)	7,429	(9,119)	-	(8,222)	8,220	-	2	-
Educational projects	-	9,470	(3,552)	(1)	5,917	36,599	(26,481)	43	16,078
DFE careers	19,792	46,826	(66,616)	(2)	-	-	-	-	-
Personal development projects	46,733	19,992	(59,414)	21	7,332	123,240	(123,155)	(265)	7,152
Social action projects	11,733	31,341	(27,703)	7	15,378	43,538	(41,099)	2	17,819
Social enterprise exchange	1,130	1,440	(2,570)	-	-	-	-	-	-
Outdoor activity projects	-	-	(8,700)	-	(8,700)	18,644	(9,902)	(42)	-
NLCF Covid Recovery	-	44,652	(44,695)	43	-	-	-	-	-
DCMS Youth Investment Fund (Capital)	-	-	-	-	-	36,000	(25,398)	-	10,602
Sport England Grant	-	-	-	-	-	10,000	-	-	10,000
	83,356	161,150	(232,869)	68	11,705	276,241	(226,035)	(260)	61,651

Restricted funds are those to be applied to further specific purposes of the charity. Larger restricted funds are listed separately, with smaller restricted grants aggregated under the headings personal development, social actions and educational projects.

20 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
Fund balances at 30 September 2022 are represented by:						
Tangible assets	157,793	-	157,793	138,114	-	138,114
Investments	63,088	-	63,088	73,883	-	73,883
Current assets/(liabilities)	45,401	61,651	107,052	92,789	11,705	104,494
Long term liabilities	(46,816)	-	(46,816)	(64,983)	-	(64,983)
Provisions and pensions	(12,163)	-	(12,163)	(66,875)	-	(66,875)
	207,303	61,651	268,954	172,928	11,705	184,633

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	16,853	16,465
Between two and five years	8,008	7,758
	24,861	24,223

22 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022	2021
	£	£
Aggregate compensation	190,689	201,247

23 Cash generated from operations

	2022	2021
	£	£
Surplus/(deficit) for the year	84,321	(29,917)
Adjustments for:		
Investment income recognised in statement of financial activities	(1,962)	(1,450)
Fair value gains and losses on investments	10,795	(10,263)
Depreciation and impairment of tangible fixed assets	25,706	21,373
Difference between pension charge and cash contributions	(39,119)	-
Movements in working capital:		
Decrease in debtors	15,087	9,368
(Decrease) in creditors	(2,540)	(19,433)
Increase in deferred income	27,115	-
Cash generated from/(absorbed by) operations	119,403	(30,322)

24 Analysis of changes in net funds

	At 1 October 2021	Cash flows	At 30 September 2022
	£	£	£
Cash at bank and in hand	104,269	47,940	152,209
Loans falling due within one year	(11,880)	(5,720)	(17,600)
Loans falling due after more than one year	(64,983)	18,167	(46,816)
	27,406	60,387	87,793

ENDEAVOUR TRAINING LIMITED

England & Wales - Charity number 275061

Accounts

CHARITY REGISTRATION NUMBER 275061

COMPANY REGISTRATION NUMBER 01157897

ENDEAVOUR TRAINING LIMITED

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

Hacker Young
Chartered Accountants

ENDEAVOUR TRAINING LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Jane Haywood	(Appointed 27 July 2021)
	Tom Hughes	(Appointed 27 July 2021)
	Jo McSherrie	
	David Poulsom	
	Raj Shah	
	Collette Bailey	
Secretary	Rachel Stockton	
Chief Executive Officer	Duncan Pearse	(Resigned 25 March 2022)
	Edward Thatcher	(Appointed 18 March 2022)
Charity number	275061	
Company number	01157897	
Registered office	Endeavour Centre Earl Marshal Road Sheffield S4 8FB	
Independent examiner	Andrew Hulse UHY Hacker Young 6 Broadfield Court Broadfield Way Sheffield S8 0XF	
Bankers	Bank of Scotland 38 Threadneedle Street London EC2P 2EH	

ENDEAVOUR TRAINING LIMITED

CONTENTS

ENDEAVOUR TRAINING LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 30 SEPTEMBER 2021

The Trustees present their annual report together with the audited financial statements of the company for the year 1 October 2020 to 30 September 2021.

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 Memorandum and Articles of Association, the Companies Act 2006 and "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
The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

Our Vision

We believe that every young person deserves to have the skills, knowledge and resilience to create a positive future.

We achieve our vision through:

- Recognising that each young person is unique and has their own way of seeing and understanding the world around them. Endeavour uses a range of approaches and different experiences that cater to these individual needs.
- Believing in being relentlessly reasonable and treating each day with each young person as a new start and a new opportunity to succeed.
- Using **Personal Development** activities to provide kinaesthetic learning, providing less academic young people with an opportunity to thrive and to build upon their existing soft skills.
- Using **Social Action** to help young people understand more about the importance of social responsibility and the value of giving something back to society.
- Using **Education** to teach young people and enable them to achieve qualifications and accredited outcomes. Endeavour is the only GCSE registered alternative education provider in Sheffield.

Our Operations team is structured to deliver **Education** and **Programmes** activities from our base at the Endeavour Centre in Sheffield and across the local South Yorkshire area. All of our activities incorporate the above three strands of working (Personal Development, Social Action and Education) so we have now decided to structure our reporting based on our **Education** and **Programmes** areas, and this is reflected in the Notes to the Financial Statements.

During the year October 2020 – September 2021, the creativity of our staff team alongside the commitment to transparency and good governance has allowed us to respond positively to the many challenges we have faced due to the Covid-19 pandemic and changes to our funding. We have continued to provide valuable personal development to vulnerable young people and families whilst broadening our delivery to reach new geographical areas and age ranges.

We have continued to target beneficiaries who experience significant deprivation and vulnerabilities. We have renewed our commitment to providing adventurous opportunities to people who would normally be too resource poor to access them, through our funded expedition and residential programme. Furthermore, in response to the new and unusual needs created by the ongoing pandemic, we have extended our delivery to include vulnerable families and adults.

Future Strategies and Plans

We are committed to continuing to creating sustainable growth for Endeavour. To this end we will:

- Continue to grow our delivery in Rotherham;
- Diversify referral routes into the Endeavour Education Centre, approaching schools directly in addition to the local authority;
- Grow our programmes through obtaining funding for small and medium projects – extending work to include youth social action and sessional youth work;
- Build on the success of our Covid recovery work to develop programmes that work with wider client groups offering a green social prescribing service that promotes mental and physical well-being;
- Develop a primary alternative provision offer in response to a growing need in Sheffield;
- Build on and extend our residential programme – offering more exciting and enriching residentials to people who couldn’t otherwise afford them.

Achievements and performance
Endeavour Education Centre (EEC)

During the period October 2020 – September 2021, Endeavour’s Alternative Provision setting (the EEC) continued to deliver education to young people who are unable to access mainstream education. The Covid-19 pandemic presented some significant challenges during this period but our team adapted using new technology to provide virtual learning and support as well as doorstep learning until restrictions eased so that we could get learners back in centre. It was a useful reminder of the significant IT poverty marginalised groups face.

In this academic year, of the 28 learners we supported - 9 learners achieved GCSEs, 13 achieved Entry Level Certificates in Maths, 5 achieved Entry Level Certificates in English whilst 19 secured places at either further education establishments or post-16 training providers.

Our team continued to work tirelessly to respond to the unusual challenges brought on by the coronavirus pandemic with creativity and resilience. Receiving new referrals during the period when face to face delivery was suspended, even with creative approaches to outreach and virtual learning, made it hard to engage youngsters and hard to build positive relationships with families and maintain relationships with the community. Inevitably referral numbers from agencies were slow to come through and lower in number. By February half term staff were working with 19 learners with 9 attending the centre on a regular basis, all receiving a doorstep visit each week and virtual learning opportunities. Lock down had significant impacts on attendance and engagement across the remainder of the academic year.

Learners attending and engaging with the EEC is an important facet of our work. It allows us to keep young people safe, having professionals maintaining oversight of a disadvantaged/marginalised/vulnerable youngster is important. Increasing attendance increases opportunities, particularly to achieve qualifications; and aspiration and ambition can be nurtured through exposure to some of our other programmes for example employability or personal development. Attendance and engagement with the EEC means a learner can start building a relationship with professionals, sometimes for the first time and helps reduce risky and impulsive behaviour outside the centre.

For example, we were key in keeping safe one female learner referred to the EEC during December 2020 as well as enabling her to achieve 3 GCSEs which will provide the foundations for the future. When referred she had been off rolled by her school and not attended any formal education for 6 terms. She only came to the attention of professionals when her and her dad were threatened with eviction due to non-payment of rent. Endeavour staff were the first professionals to engage with her and listen to her for over 2 years and discovered that she was caring for a drug addicted and alcoholic father with significantly deteriorating health needs. Understandably there was a lot of work done to improve confidence and self-image as well as multiagency work to get her the support she needed to enable her to flourish. Achieving GCSEs was quite a milestone for a youngster who had been written off by the education system and the reasons for her unravelling behaviour and appearance in school not being investigated.

Another learner was referred to the EEC after a significant period outside the statutory education system and being declined by schools and other specialist provisions due to behaviour concerns and impulsive decision making. He was a member of the local Roma community which the EEC has built a good relationship with over a number of years. It took a lot of effort and creativity from staff to engage with this learner including a mixture of personal development activity, basic education and high levels of support plus engagement with family. Focus was on reducing impulsivity and risk-taking behaviours using a stepped model of delivery. The intervention by the EEC slowly reduced the incidents that he was being involved in around the community and other professionals reported changes in approach, concentration and tolerance. He will continue in the EEC next year and is aiming for a suitable post 16 provision.

The pandemic inevitably stalled the anticipated follow up from the December 2019 research project in to Alternative Provision across the city in partnership with Learn Sheffield. However, our Head of Education was able to virtually attend an All-Party Parliamentary Group Inquiry in to Exclusions and Alternative Provisions organised by the Centre for Social Justice at which Learn Sheffield were a key panel member.

Programmes

After the first Covid lockdown in June 2020, we made slow but steady progress towards re-establishing referrals of vulnerable young people with local schools. This was further stymied by the lockdown in December and other restrictions. Despite these challenges, the staff team's positivity and adaptability enabled us to continue delivering high quality work with our most local primary and secondary schools which was crucial to the success of our holiday, youth participation, Green Influencers and expedition work. The local primary school, Byron Wood, in particular, responded extremely enthusiastically to our offer.

Partly in response to the changing nature of referrals and partly due to increased confidence and skills in our staff team, we continued to diversify the type and nature of outdoor education, personal development, work insight and employability programmes that we offered.

We’ve continued to use all kinds of activities - from rock climbing and canoeing to drama and film making – to challenge, inspire and motivate. Furthermore, in 2019, under new leadership, we identified a need to re-affirm and re-invigorate our historic commitment to the delivery of residential experiences for disadvantaged young people.

We successfully completed delivery of our *Heritage Lottery Fund ‘Our Endeavour’* and *Careers Enterprise Company ‘Back on Track’* programmes. Both these programmes delivered a mix of outdoor based personal development, heritage focussed work insight and work readiness activities to vulnerable young people.

In late 2019, building on the success of this work, we started delivery on our *European Social Fund ‘Pathways to Success’* programme. By completion, this funding will have enabled us to deliver approximately 5 days of personal development and work insight to 180 young people in danger of becoming NEET (Not in Education, Employment or Training).

Case Studies

Following their involvement in the 'Our Endeavour' programme the following 3 people made significant progress as described below:

Following directly on from his engagement in the project, and drawing on the skills he learned during his application process, L obtained a one-year paid work placement with Sheffield Wildlife Trust and a genuine start in a career dedicated to preserving our natural and heritage capital.

W was referred to Endeavour after moving to Sheffield from another area; a bright young man, he was struggling with both emotional challenges and key academic skills. W attended a number of sessions as part of the Our Endeavour programme, taking part in activities such as dry-stone walling, mountain biking, tree planting and caving.

Through the Our Endeavour programme, W went on to obtain two AQA Unit Award Scheme certificates. Despite some personal difficulties, W demonstrated the resilience and tenacity developed during his time as part of Our Endeavour and went on to sit GCSEs at our Endeavour Education Centre.

The following summer, W self-referred to our HEPPSY+ programme, a scheme designed to increase the number of young people progressing to higher education. He made the most of his involvement with HEPPSY+ and was able to draw on this, and other Endeavour experiences, when he successfully applied to study drama at Sheffield College, a course he is still attending.

One of our regular volunteers, D's experience on the programme inspired a successful career change. He showed great interest and aptitude in delivering walking and navigation sessions. We were able to refer him to a local DofE supervisor & assessor training course and then to various DofE providers. He now works regularly as a DofE supervisor & assessor for a variety of providers.

N, who was referred to the EEC with mild SEN after not attending regular formal education for 4-years, responded as follows when asked about her engagement with the Endeavour's programmes:

What did you take/learn from your employability work at Endeavour?

"I learnt how to communicate with lots of people from different backgrounds during my sessions at Endeavour. The work broadened my horizons and allowed me to think more clearly about what I wanted to do. It also helped me know how and be confident in applying for college. DS, in particular, really helped me navigate through the college prospectus and work out what I wanted to apply for."

What did you do/change as a result?

"Apply for a college course that I was really interested in – I have been very happy on this course."

How did it affect your ambitions, future choices and opportunities?

"Before doing this work with Endeavour I was really unsure what I wanted to do with my life. Endeavour helped me work out what I wanted to do and be confident about doing it."

Where are you now?

"At Sheffield City College studying Applied Science (BTEC)."

What are your aims and ambitions?

"I'd like to go to Uni after finishing my BTEC, possibly to study radiology or biomedical science."

What could we have done to improve our delivery?

"I don't know, everything was smooth and alright for me."

When asked about her daughter's engagement with the Endeavour programmes, M's mother responded:

What did M take/learn from her employability work at Endeavour?

"M took a step towards the "grown-up" world. She learned about the struggles she might face and gained some beneficial experiences that will help her deal with those struggles."

Did you notice any changes in your child following the intervention?

"She became a lot more confident and I think she realised what she wants from herself."

How did it affect their ambitions, future choices and opportunities?

"She realised what she wants to do in the future and chose to do a course in order to make that future a reality."

What could we have done to improve our delivery?

"I think other engagements such as trips and career experience activities were really useful to her in terms of confidence and social skills. But she did struggle with her academic studies later on, so I think dedicating more time to subject learning could be useful as well. I'm really glad my daughter went to this school and I think every child should experience what she has. It's a very opening and a loving environment to be in."

Covid Recovery

Using, *National Lottery Community Funds*, we delivered significant and high-quality work designed to promote vulnerable people's recovery from the negative impacts of the pandemic on their physical and mental well-being. This included:

- Delivering a 3-month long detached project in the local area working with young people struggling with home schooling
- Establishing personal development work with vulnerable pupils in two local schools
- Delivering outdoor based support group and respite work with vulnerable children and families

We have started delivery of an outreach project supporting young people who are at risk of youth crime through non-attendance at school. This *South Yorkshire Police and Crime Commissioner* funded *Sheffield School Support Project* has enabled us to offer bespoke educational support to local young people of both primary and secondary age, facilitating their re-engagement with school.

Outdoor and Physical Activities

We were successful in obtaining funds to deliver 3 programmes purely focussed on delivering outdoor activities to vulnerable and disadvantaged young people.

Using *Children in Need* funding we delivered after school and holiday activity sessions to 132 local young people.

Our *Sport England* funding enabled us to recruit and deliver valuable green and blue social prescribing activity sessions to 86 participants. The flexible nature of the funding enabled us to re-establish delivery with vulnerable adults from *Phoenix Futures* and from *Project 6's Fresh Start* and *Alcohol Recovery* groups – and to deliver to families referred by *Sheffield City Council's Edge of Care* and *Leaving Care Services*. This work inspired participants from Project 6 to set up their own self-led walking group. We hope to use the capacity, knowledge and skills that we retained and developed through this work to fundraise for and deliver more green social prescribing work across South Yorkshire. In particular, we found that green social prescribing work delivered to whole families has many different and additional benefits compared to working with young people alone – this will inform future funding bids and work.

Yorkshire Sport funded a Satellite Club at *Jade Youth Club* in Dinnington, Rotherham, through which we delivered taster activities to 24 young people, progression and development sessions to 12 and a residential for 8.

Youth Led Social Action

In September 2020 we started delivering several new strands of Youth Led Social Action Work. Our programmes, funded by *Clarion Housing*, *the National Lottery Community Fund* and the *Ernest Cook Trust have* offered young people accredited training and volunteering opportunities, engaged them in consultations about our delivery and supported them to campaign on issues important to them in their local community. Our *Green Influencers* Programme has a specific environmental social action focus. One of our young Ambassadors teams contributed to a local online festival in March 2021 (more info here: https://endeavour.org.uk/community-ambassadors-project/).

Holiday Activity Programmes

We delivered successful Holiday Activity and Food programmes (HAF) in 3 Sheffield localities and across Rotherham. Through this government funded programme we delivered a diverse range of outdoor activities to over 200 school children during the school holidays, most of whom were in receipt of free school meals. As part of the programme, we provided a meal to each participant that met national school food standards.

Residentials and Expeditions

Using a mix of funding from *Aviva*, *Children in Need*, *Sport England* and *Yorkshire Sport* – we delivered 4 fantastic residential programmes of between 3 and 5 days for vulnerable young people from Sheffield and Rotherham. Young people visited Wales and the Peak District, climbed Snowdon, completed a 3-day self-supported canoe journey down the Wye Valley, visited beaches for the first time, took part in night walks, generally enjoyed themselves and expanded their horizons.

Partnership Working

To facilitate and add value to our EEC and Programmes work we have collaborated with many valued partner organisations including, but not limited to:

- The Canal and River Trust
- Peak District National Park
- Zest Youth Mentoring
- Project 6
- Phoenix House
- Rush House
- Emma House
- Jade Youth Centre
- Clifton Youth Centre
- Rotherham Parent and Carers Forum
- Voluntary Action Sheffield
- Voluntary Action Rotherham
- Rotherham Children Young People and Families Consortium

We would like to extend our heartfelt thanks to all our partners for supporting us to deliver valuable work to vulnerable and disadvantaged people.

Events and Corporate Engagement

Following the impact of Covid 19 it was great to open our events programme for 2020/21 with a successful Yorkshire Three Peaks event in May 2021. Supported by over 35 individuals from businesses and wider Endeavour followers we raised over £12,000 and all teams completed the gruelling 26-mile challenge. Later in the year saw the inaugural Endeavour Golf Day sponsored by CSP Systems Ltd where 38 teams came together at Wortley Golf Club to battle for the Endeavour golf trophy. Through team entries and additional sponsorship opportunities as well as donations on the day we hit our £7,500 target for this event. Unfortunately, due to further Covid restrictions later in the year, we were unable to work with colleagues from our ‘Geeks on Peeks’ group to complete their Scottish Challenge but this remains high on the list for the future events programme.

Also back up and running after a period of absence was the delivery of our bespoke corporate days featuring an adventure walk in the Peak District and an abseil from a railway bridge for some, or some rock climbing and abseiling for others, followed by refreshments at a suitable location to suit the tastes of the group.

“Our team day with Endeavour was fantastic, really well organised from start to finish. The activities were brilliant, if not a bit challenging. Everybody keeps talking about it!”

MD, LABS Basements and Damp Proofing

With positive feedback and a sound business case, the Trustees took the decision to invest in a new Corporate Engagement and Events role at the end of the year, with a clear ambition to grow our events income three-fold in the next three years, largely to support the core of our organisation.

Support from our local BNI Soaraways group remained high during the year and with additional engagement with Sheffield Chamber of Commerce and colleagues from Sheffield Hallam University our network of supporters continues to grow.

Grants and Trusts

Endeavour continues to have support from a number of Grant giving organisations and Trust funds and benefitted through the Covid period from a number of support grants which specifically addressed some of our core costs and unearned income. Without these generous contributions the valuable work with vulnerable young people and families would not have been able to continue and Endeavour would have, like many other organisations, have struggled to continue to operate.

Communications

Funding received from the *Social Enterprise Exchange* allowed a refresh of our brand, the creation of a new website and the development of promotional films to support and enhance our communication with stakeholders. In addition, the relaunch of our social media channels has elevated Endeavour across Sheffield and the wider South Yorkshire region.

There has been a specific focus on building our presence and reputation in Rotherham in order to expand our reach. Working with the Children, Young People and Families Consortium we have successfully embedded our work in the authority increasing our profile and reaching more beneficiaries.

Quality Assurance

Quality continued to be a focus for Endeavour and during this period we reviewed all our Risk Assessments and Standard Operating Procedures ensuring they were fit for purpose. A successful inspection by the Adventurous Activities Licencing Authority (AALA) in October 2020 ensured our continuous use of outdoor activities to underpin the work that we do and we retain our status as an approved JCQ exam centre for GCSE's and other accreditation.

We undertook a management restructure and incorporated a Head of Quality and Performance alongside a Head of Programmes into the leadership team, driving both quality and operational capacity.

Financial review

Endeavour's key financial objective is to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

We continue to face challenges in our external funding environment and the ever-changing funding landscape. Endeavour's turnover has decreased to £589,257 (2020: £642,075) which was in line with the budget after the unexpected increase in the previous year. Income to support our core educational provision decreased significantly again this year to £164,153 (2020: £265,125) and remains challenging with the price per student remaining static while we continue to face inflationary cost pressures and uncertain referral volumes. We are addressing this challenge by diversifying the funding for our Education activities and were successful in generating an additional £24,089 from other sources to support this work and the local authority contract.

Overall net assets have decreased to £184,633 (2020: £214,550) primarily due to a decrease in cash balances to £104,269 (2020: £151,904).

Expenditure in year was £629,437 (2020: £567,854), resulting in net expenditure of £40,180 (2020: net income of £74,221). This reflects the increased costs of supporting our charitable activities, including upkeep and running costs of our building which is required for us to deliver both our core and non-core activities. As in previous years our major area of expenditure is our staff and related costs; at £415,032 (2020: £404,452) this equates to 66% of total expenditure during the year (2020: 71%).

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Given the continuing recovery from the Covid-19 pandemic and the subsequent changes to funding opportunities there are a number of uncertainties around any prediction of future cash flows. There is uncertainty over future income receipts and how these will be impacted. We are continuing to access a number of national and local Government and sector recovery funding, and business development activities are ongoing to apply for new opportunities. Our forecast cash flow assumptions are therefore based on assumptions reflecting income receipts at current levels and as such do not reflect any significant reduction from Covid-19 actions.

Reserves and Financial Policies

We recognise the need to diversify our funding base and raise unrestricted income. This is a long-term strategy to ensure the financial sustainability of the charity and is even more important as we continue to respond and recover from the impacts of the Covid-19 pandemic.

During the year our Board of Trustees carried out a review of our reserves policy considering Charity Commission guidance. In setting the new reserves policy, the Board has considered the level of free reserves required to operate sustainably through periods of uncertainty. A risk-based approach was used to assess the level of reserves required to provide cover for the following scenarios:

- A temporary loss of income
- A temporary loss of senior management
- Incurring emergency costs for the maintenance/ repair of the Endeavour Centre

As well as assessing the level of cover required to operate sustainably through these scenarios, the policy also considers the costs associated with unplanned closure and the impact this would have on beneficiaries and staff.

The Charity holds two types of reserves:

Restricted funds - have been earmarked by donors for specific purposes that meet the overall aims of the charity. These funds are dedicated to specific programmes and the Trustees have no discretion to reallocate them to other uses. At 30 September 2021, the restricted funds balance was £11,705 (2020: 83,356). These funds are for activities detailed in note 18 to the accounts.

Unrestricted funds - the use of unrestricted funds is at the discretion of the Trustees, in accordance with the Charity’s objectives. The unrestricted fund balance was £172,928 at 30 September 2021 (2020: £131,194).

With regard to the guidance issued by the Charity Commission, the Board of Trustees judge that free reserves of 20% of income are required in order to ensure financial stability and act as a safeguard against unforeseen expenditure.

As Endeavour do not hold designated funds, free reserves are simply unrestricted funds less fixed assets. However, for the purposes of this assessment, long term liabilities and provisions are disregarded. The balance of free reserves on this definition (investments plus current assets less current liabilities) at 30 September 2021 was £178,377 which amounted to 33% of total income.

Investment Policy - The charity’s investments at 30 September 2021 totalled £73,883 (2020: £63,620). These investments are held in Charities Aid Foundation (CAF) funds and managed by Aberdeen Standard Capital Ltd. The Board of Trustees review the performance of and requirement for investments bi-annually, utilising the financial investment experience of the Board. The Trustees consider that a medium to long term investment policy, which aims to preserve the value of capital invested and produce a financial return, remains appropriate. Investments are made in socially responsible assets to reflect the mission of Endeavour.

Dividends - The Company is prohibited by the terms of its Memorandum of Association from paying any dividends.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, governance and management

Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation

The governing body is the Board whose members are non-executive and unpaid. The Board meets quarterly and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day to day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

As part of our review of Governance of the organisation Trustees and the Executive team undertook to follow the Charity Excellence Framework and completed reviews on the follow aspects of the Organisation;

1. Risk
2. People
3. Governance
4. Operations
5. Finance and resources
6. Income Generation
7. Communications
8. Strategy

Following the development of an action plan based on priorities identified, a number of areas were then worked through to either improve or enhance our ways of working. Examples included the introduction of a new support package with Citation, an external specialist in HR and Health & Safety. This support included the introduction of a self-service online system for staff to record annual leave and absences, and an online training tool for all staff. Investment into our facilities management also increased with mandatory surveys and identified works being completed around both asbestos and electrical regulations.

Commitment from the Trustees remains high and areas for future investment of time include Strategy and Risk management particularly linked to our financial position and the oversight of our building and its future development.

Trustees are trained and supported on governance requirements and are encouraged to actively involve themselves in the day to day activities of the charity. They participate in our staff conferences and young people awards ceremonies. At our annual away day we work with them to focus on strategy.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Chris Barnes	(Resigned 16 March 2022)
Jane Haywood	(Appointed 27 July 2021)
Tom Hughes	(Appointed 27 July 2021)
Jo McSherrie	
David Poulsom	
Raj Shah	
George Thatcher	(Resigned 8 March 2022)
Collette Bailey	
R Barry	(Resigned 30 March 2021)
J Garnett	(Resigned 30 March 2021)

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees of the charity, are elected by the members. One third of Board members must retire by rotation at each AGM. They can be re-elected. The maximum number is ten. Following the corporate strategy, trustees are sought to represent the interests of the regions and partnerships in which Endeavour is active.

Board members at the date of this Report are listed in the Reference and Administrative Details section. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

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.

Qualifying third party indemnity provisions
Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control

The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies

We operate under a full set of operating policies which staff had input on when being developed and implemented.

Health and Safety

Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee which meets, at a minimum, on a quarterly basis. This committee is a sub-committee of the senior management team and is chaired by the Director of Finance & Resources. Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off-road cycling. The Health & Safety Committee also deals with standards in other activities such as archery and orienteering. All health and safety issues, including safeguarding, across the organisation are monitored by the committee. All staff are trained in critical incident response procedures, and in safety at work procedures.

Safeguarding

Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

Equality and Diversity

Endeavour recognises the richness and creativity of a diverse society but we recognise also that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified. We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working, training and learning environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement

Endeavour seeks to engage all employees and volunteers in its activities and achievements. A number of regular management meetings and staff meetings are held. Monthly staff briefings take place alongside an annual staff conference at which the staff are kept up to date with the activities of the organisation and any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference, ensures good quality communication across all levels of the organisation.

Supplier payment policy

The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:
- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to 44 day's purchases, based on the average daily amount invoiced by suppliers during the year.

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

David Poulsom
Trustee
Dated: 26 April 2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED

I report to the trustees on my examination of the financial statements of Endeavour Training Limited (the charity) for the year ended 30 September 2021.

Responsibilities and basis of report
As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements 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 financial statements 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 financial statements to be reached.

Andrew Hulse
UHY Hacker Young

Chartered Accountants

Dated: 26 April 2022

ENDEAVOUR TRAINING LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Unrestricted funds £	Restricted funds £	Total 2020 £
Income from:							
Donations and legacies	3	109,659	10,869	120,528	113,413	-	113,413
Income from charitable activities	4	340,019	103,455	443,474	405,235	108,618	513,853
Other trading activities		23,805	-	23,805	12,936	-	12,936
Investments		1,450	-	1,450	1,873	-	1,873
Total income		474,933	114,324	589,257	533,457	108,618	642,075
Expenditure on:							
Expenditure on raising funds	5	10,705	-	10,705	32,089	-	32,089
Charitable activities		432,757	185,975	618,732	475,092	60,673	535,765
Total resources expended		443,462	185,975	629,437	507,181	60,673	567,854
Net gains/(losses) on investments	9	10,263	-	10,263	(6,412)	-	(6,412)
Gross transfers between funds		-	-	-	(231)	231	-
Net movement in funds		41,734	(71,651)	(29,917)	19,633	48,176	67,809
Fund balances at 1 October 2020		131,194	83,356	214,550	111,561	35,180	146,741
Fund balances at 30 September 2021		172,928	11,705	184,633	131,194	83,356	214,550

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ENDEAVOUR TRAINING LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**10**		138,114		155,417
Investments	**11**		73,883		63,620
			211,997		219,037
Current assets					
Debtors	**12**	49,450		32,945	
Cash at bank and in hand		104,269		151,904	
		153,719		184,849	
Creditors: amounts falling due within one year	**14**	(49,225)		(51,142)	
Net current assets			104,494		133,707
Total assets less current liabilities			316,491		352,744
Creditors: amounts falling due after more than one year	**15**		(64,983)		(52,192)
Provisions for liabilities			(66,875)		(86,002)
Net assets			184,633		214,550
Income funds					
Restricted funds	**18**		11,705		83,356
Unrestricted funds			172,928		131,194
			184,633		214,550

BALANCE SHEET (CONTINUED)

AS AT 30 SEPTEMBER 2021

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 30 September 2021.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 26 April 2022

David Poulsom
Trustee

Company Registration No. 01157897

ENDEAVOUR TRAINING LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	2021		2020	
		£	£	£	£
Cash flows from operating activities					
Cash absorbed by operations	**22**		(41,496)		(83,656)
Investing activities					
Purchase of tangible fixed assets		(3,337)		(6,787)	
Investment income received		1,450		1,873	
Net cash used in investing activities			(1,887)		(4,914)
Financing activities					
Repayment of bank loans		14,875		(10,062)	
Repayment of retirement benefit obligation		(19,127)		(31,522)	
Net cash used in financing activities			(4,252)		(41,584)
Net (decrease)/increase in cash and cash equivalents			(47,635)		37,158
Cash and cash equivalents at beginning of year			151,904		114,746
Cash and cash equivalents at end of year			104,269		151,904

1 Accounting policies

Charity information

Endeavour Training Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Endeavour Centre, Earl Marshal Road, Sheffield, S4 8FB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) 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)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. 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 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

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Investment income represents returns from listed investments and are recognised on receipt.

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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and included project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

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:

Freehold land and buildings	Over the period of the lease
Plant and equipment	20%-25% straight line
Fixtures and fittings	25% straight line
Computers	25% straight line
Motor vehicles	12.5%-25% straight line

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 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

1 Accounting policies **(Continued)**

1.8 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).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset’s original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

1 Accounting policies **(Continued)**

Derecognition of financial assets
Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

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.

1.11 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.

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

The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred.

1 Accounting policies **(Continued)**

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in income/(expenditure) for the year.

Remeasurement changes comprise actuarial gains and losses, the effect of the asset ceiling and the return on the net defined benefit liability excluding amounts included in net interest. These are recognised immediately in other recognised gains and losses in the period in which they occur and are not reclassified to income/(expenditure) in subsequent periods.

The net defined benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information, and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

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 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Donations and legacies	109,659	10,869	120,528	113,413	-	113,413

4 Income from charitable activities

	Organisational and personal development	Educational projects	Total	Organisational and personal development	Educational projects	Social action	Total
	2021	2021	2021	2020	2020	2020	2020
	£	£	£	£	£	£	£
Charitable activities	240,313	203,161	443,474	123,006	378,347	12,500	513,853
Analysis by fund							
Unrestricted funds	136,858	203,161	340,019		304,217	-	405,235
Restricted funds	103,455	-	103,455		74,130	12,500	108,618
	240,313	203,161	443,474		378,347	12,500	513,853

5 Expenditure on raising funds

	Total 2021	Total 2020
	£	£
Staging fundraising events	6,301	2,808
Staff costs	4,404	29,281
	10,705	32,089

6 Support costs

	Support costs	**Governance costs**	**2021**	Support costs	Governance costs	2020
	£	**£**	**£**	£	£	£
Depreciation	20,640	-	20,640	3,855	-	3,855
Administration costs	6,348	-	6,348	31,959	-	31,959
Equipment	-	-	-	6,886	-	6,886
ICT and telephone	11,624	-	11,624	10,944	-	10,944
Legal and professional charges	25,159	-	25,159	17,124	-	17,124
Premises costs	20,106	-	20,106	37,589	-	37,589
Audit fees	-	3,780	3,780	-	5,700	5,700
Audit fees	-	137	137	-	100	100
	83,877	3,917	87,794	108,357	5,800	114,157
Analysed between						
Charitable activities	83,877	3,917	87,794	108,357	5,800	114,157

Governance costs includes payments to the independent examiner of £3,150 (2020- £4,150) for independent examination fees.

7 Trustees

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

One trustee received reimbursement of £137 (2020: £100) during the year in relation to expenses incurred.

8 Employees

The average monthly number of employees during the year was:

	2021 Number	**2020 Number**
	10	13

8 Employees (Continued)

Employment costs

	2021	2020
	£	£
Wages and salaries	356,625	292,398
Social security costs	25,781	20,287
Other pension costs	5,635	(11,454)
	388,041	301,231

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

9 Net gains/(losses) on investments

	2021	2020
	£	£
Revaluation of investments	10,263	(6,412)

10 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 October 2020	129,384	74,205	72,455	4,864	39,708	320,616
Additions	874	2,463	-	-	-	3,337
At 30 September 2021	130,258	76,668	72,455	4,864	39,708	323,953
Depreciation and impairment						
At 1 October 2020	17,974	67,652	37,446	4,864	37,263	165,199
Depreciation charged in the year	2,600	1,940	14,491	-	1,609	20,640
At 30 September 2021	20,574	69,592	51,937	4,864	38,872	185,839
Carrying amount						
At 30 September 2021	109,684	7,076	20,518	-	836	138,114
At 30 September 2020	111,410	6,553	35,009	-	2,445	155,417

10 Tangible fixed assets (Continued)

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the following 10 years on refurbishing and improving assets.

The course and project IT equipment and training kitchen are used for charitable purposes. The office furniture and equipment is employed in management and administration. Included in the total cost for owned vehicles is an amount totalling £24,500 relating to donated assets.

11 Fixed asset investments

	Listed investments	Other investments	Total
	£		£
Cost or valuation			
At 1 October 2020	63,618	2	63,620
Disposals	-	(2)	(2)
At 30 September 2021	63,618	-	63,618
Carrying amount			
At 30 September 2021	63,618	-	63,618
At 30 September 2020	63,618	2	63,620

Other investments comprise:	Notes	2021 £	2020 £
Investments in subsidiaries		-	2

12 Debtors

Amounts falling due within one year:	2021 £	2020 £
Trade debtors	32,993	21,619
Amounts owed by subsidiary undertakings	-	2,984
Other debtors	-	1,945
Prepayments and accrued income	16,457	6,397
	49,450	32,945

13 Loans and overdrafts

	2021	2020
	£	£
Bank loans	76,863	61,988
Payable within one year	11,880	9,796
Payable after one year	64,983	52,192

Included in the total balance outstanding above is £51,863 (2020: £61,988) relateing to a bank loan secured by fixed charges over the freehold property.

The term of the bank loan is ten years starting from 2016 and interest is charged at the base rate plus 3.15% per annum.

The company also received an unsecured Bounce Back Loan of £25,000 during the period. The term of this loan is 6 years and interest is charged at a fixed rate of 2.5% per annum.

14 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Bank loans	**13**	11,880	9,796
Other taxation and social security		-	4,251
Trade creditors		29,240	24,498
Other creditors		240	170
Accruals and deferred income		7,865	12,427
		49,225	51,142

15 Creditors: amounts falling due after more than one year

	Notes	2021 £	2020 £
Bank loans	**13**	64,983	52,192

Provisions for liabilities	Notes	2021 £	2020 £
Retirement benefit obligations	**17**	66,875	86,002
		66,875	86,002

17 Retirement benefit schemes

Defined contribution schemes

The company operated a defined contributions scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund.

The pension cost charge represents contributions payable by the Company to the fund and amounted to £5,635 (2020: £4,649).

There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

17 Retirement benefit schemes **(Continued)**

The scheme is classified as a 'last-man standing arrangement'. Therefore the Company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions.

Further actuarial valuations were carried out at 30 September 2017 and more recently at 30 September 2020. This valuation showed an improved funding level of 96% and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025 - £3.312m pa with no annual increase and expenses of £3.7m pa increasing annually by 3%.

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applied. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate details in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The present value of the pension commitment at 30 September 2021 was £66, 875 (2020: £86,002). A rate of discount of 0.72% was used as at 30 September 2021 (2020: 0.58%). The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The amounts recognised in profit for the scheme are as follows:

Year ended 30 September 2021:
Unwinding of the discount factor (interest expense) - £439 debit (2020: £911).
Remeasurements – impact of any change in assumptions £154 credit (2020: £734 debit).

The deficit contributions payable by the Company to the scheme are £11,243.

18 Restricted funds

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

		Movement in funds				Movement in funds			
	Balance at 1 October 2019	Incoming resources	Resources expended	Transfers	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 30 September 2021
	£	£	£	£	£	£	£	£	£
Hair and beauty salon	10,500	-	-	-	10,500	-	(10,500)	-	-
Heritage lottery	(22,202)	32,880	(17,210)	-	(6,532)	7,429	(9,119)	-	(8,222)
Educational projects	22,000	-	(22,231)	231	-	9,470	(3,552)	(1)	5,917
DFE careers	21,689	14,250	(16,147)	-	19,792	46,826	(66,616)	(2)	-
Personal development projects	3,193	43,988	(448)	-	46,733	19,992	(59,414)	21	7,332
Social action projects	-	12,500	(767)	-	11,733	31,341	(27,703)	7	15,378
Social enterprise exchange	-	5,000	(3,870)	-	1,130	1,440	(2,570)	-	-
Outdoor activity projects	-	-	-	-	-	-	(8,700)	-	(8,700)
NLCF Covid Recovery	-	-	-	-	-	44,652	(44,695)	43	-
	35,180	108,618	(60,673)	231	83,356	161,150	(232,869)	68	11,705

Restricted funds are those to be applied to further specific purposes of the charity. Larger restricted funds are listed separately, with smaller restricted grants aggregated under the headings personal development, social actions and educational projects.

19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Fund balances at 30 September 2021 are represented by:						
Tangible assets	138,114	-	138,114	155,417	-	155,417
Investments	73,883	-	73,883	63,620	-	63,620
Current assets/(liabilities)	92,789	11,705	104,494	50,351	83,356	133,707
Long term liabilities	(64,983)	-	(64,983)	(52,192)	-	(52,192)
Provisions and pensions	(66,875)	-	(66,875)	(86,002)	-	(86,002)
	172,928	11,705	184,633	131,194	83,356	214,550

20 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	16,465	4,773
Between two and five years	7,758	-
	24,223	4,773

21 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

Remuneration of key management personnel
The remuneration of key management personnel is as follows.

	2021	2020
	£	£
Aggregate compensation	201,247	188,881

22 Cash generated from operations

	2021	2020
	£	£
(Deficit)/surplus for the year	(29,917)	67,809
Adjustments for:		
Investment income recognised in statement of financial activities	(1,450)	(1,873)
Fair value gains and losses on investments	(10,263)	6,412
Depreciation and impairment of tangible fixed assets	20,640	21,373
Movements in working capital:		
(Increase)/decrease in debtors	(16,505)	9,368
(Decrease) in creditors	(4,001)	(19,433)
Cash (absorbed by)/generated from operations	(41,496)	83,656

23 Analysis of changes in net funds

	At 1 October 2020	Cash flows	At 30 September 2021
	£	£	£
Cash at bank and in hand	151,904	(47,635)	104,269
Loans falling due within one year	(9,796)	(2,084)	(11,880)
Loans falling due after more than one year	(52,192)	(12,791)	(64,983)
	89,916	(62,510)	27,406

ENDEAVOUR TRAINING LIMITED

England & Wales - Charity number 275061

Accounts

Approval

Registered number: 01157897
Charity number: 275061

ENDEAVOUR TRAINING LIMITED

UNAUDITED

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

ENDEAVOUR TRAINING LIMITED
(A Company Limited by Guarantee)

CONTENTS

ENDEAVOUR TRAINING LIMITED
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 30 SEPTEMBER 2020

Trustees

Company registered number

01157897

Charity registered number

275061

Registered office

Endeavour Centre, Earl Marshall Road, Sheffield, S4 8FB

Company secretary

Rachel Stockton (appointed 30 June 2020)

Chief executive officer

Duncan Pearse

Independent examiner

Shorts, 2 Ashgate Road, Chesterfield, S40 4AA

Bankers

Bank of Scotland, 38 Threadneedle Street, London, EC2P 2EH

TRUSTEES' REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2020

The Trustees present their annual report together with the financial statements of the company for the year 1 October 2019 to 30 September 2020. The Trustee confirm that the Annual Report and financial statements of the Company comply with the current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the Company qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Objectives and Activities

The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity.

Charitable Objectives
To assist young people to develop their full potential as individuals and as members of society.

Our Vision
We believe that every young person deserves to have the skills, knowledge and resilience to create a positive future.

We achieve Our Vision through:

- Recognising that each young person is unique and has their own way of seeing and understanding the world around them. Endeavour uses a range of approaches and different experiences that cater to these individual needs.
- Believing in being relentlessly reasonable and treating each day with each young person as a new start and a new opportunity to succeed.
- Using **Personal Development** activities to provide kinaesthetic learning, providing less academic young people with an opportunity to thrive and to build upon their existing soft skills.
- Using **Social Action** to help young people understand more about the importance of social responsibility and the value of giving something back to society.
- Using **Education** to teach young people and enable them to achieve qualifications and accredited outcomes. Endeavour is the only GCSE registered alternative education provider in Sheffield.

Achievements and performance

October 2019 – September 2020 has been a challenging year for Endeavour, due in part to the global Covid-19 pandemic. However, with a continued commitment to good governance and transparency, the Trustees and Senior Leadership have navigated a way through and the organisation continued to provide vital services to vulnerable young people and their families in a time it was most needed.

In December 2019, Endeavour was one of several organisations which worked with the Local Authority and Learn Sheffield to undertake a research project on Alternative Provision across the City. Alternative Provision across Sheffield has since been cited nationally as a 'cold spot' in the Centre for Social Justice 'Warming The Cold Spots Of Alternative Provision' report in May 2020.

Endeavour's work as an Alternative Provision for young people who have or who are struggling to achieve in mainstream education remained a core focus both early on in the year and throughout the early stages of the Pandemic. The Education team worked tirelessly to maintain contact with their students and families and as well as 10 learners achieving GCSE qualifications we also supported 17 to secure places at either further education establishments or post-16 training providers. A large part of this work was completed through outreach and remote learning after the Endeavour centre was closed for face to face delivery from March 2020 onwards.

There was excitement in January 2020 as a new offsite delivery model for Alternative Provision was established with two Sheffield Academies. This presented both a chance to test a different commercial arrangement and the opportunity for growth in the future, should the delivery model prove successful. Early indications were positive with relationships with the learners being established and teething problems worked through effectively. Due to the Pandemic and school closures this piece of work was ended prematurely but the concept of offsite or a mixed model of delivery is still one that we believe in and will pursue in the future.

February 2020 saw an end to the main delivery period of our two-year (27 month) Heritage Lottery Funded project 'Our Endeavour' which worked with 185 young people to give skills and work insight opportunities and introduce them to the Peak District National Park. Over 74 full days were delivered, comprising 517 distinct participant sessions. 8 local employers contributed to the programme by delivering 22 days of work insight activities. 117 participants achieved accreditations during this programme.

Successful funding from The Garfield Weston Foundation and the Dulverton Trust, along with some crowd funded income through the Aviva Community funding programme, helped to secure some key areas of work, including the introduction of more holiday activities for disadvantaged young people. This provided us further opportunities to deliver our outdoor education activities to groups working with young people who would not ordinarily have access to these activities. Unfortunately, due to the Pandemic the delivery was reduced during the later part of the year but we remain committed to continuing the work and expanding on the opportunities we provide for young people to experience the excitement and adventure of the outdoor environment.

One of the challenges Endeavour faces on an ongoing basis is the upkeep and development of our premises, the Endeavour Centre. A former school, the building is Grade II listed, one of a number designed by Innocent & Brown for the Sheffield School Board and amongst the earliest in England to be built after the 1870 Education Act. Formerly known as Grimesthorpe School, it was built in 1874-75 and now has mid and late 20th century alterations.

In September 2019 we embarked on a project with The University of Sheffield's School of Architecture, to scope out and create a vision for the development of the building. Engaging with staff and students as well as other stakeholders this project has firmly led us to commit to the development of a major capital programme over the next few years. With support from one of our Volunteers we have been able to establish a working relationship with a multi award winning construction company through the Scape Venture Framework, to establish further aspirations for the site.

Achievements and performance (continued)

Systems and processes remain a constant challenge to improve and embed but the successful roll out of a new HR self-service system was a step forward for the organisation and has led the way for further developments since, including a new payroll system to align with our accounting package.

Following the outbreak of the Covid-19 Pandemic, like many organisations, we had to work hard and fast to navigate our way through an unbelievable period of uncertainty and challenge. We adjusted our working practices, spoke with commissioners and funders and followed government guidelines to ensure the safety of our staff and young people. We did however remain open and delivered services to vulnerable young people and their families throughout the pandemic period, something we were determined to do.

It is down to the sheer commitment and determination of the wonderful individuals who work for Endeavour that we managed to do this safely and continued to deliver on our charitable objectives. The Trustees would like to say a huge thank you to all staff and their families for their continued commitment and dedication during this difficult period.

It was during this time that we were able to support another partner organisation in their work by allowing Foodworks to use our teaching kitchen and vehicle to run their meals for the vulnerable. During this period, and with the support of their volunteers. they were able to prepare and deliver over 10,000 meals which were distributed to the neediest across Sheffield.

The Endeavour Trustees and management team also stayed busy during this period with additional check points to monitor the wellbeing of the staff, as well as the health of the organisation. It was during this time that we undertook to complete the Charity Excellence Framework allowing us to take stock of our processes and policies and understand the areas of development required to drive the organisation forward.

The appointment of a new Finance and Resources Director added additional capability and capacity during a very difficult time. As a result of this appointment, several areas of the organisation's governance and legal requirements were reviewed, and where necessary updated, with a clear plan for further developments in the future.

It is appropriate to say that some of the developments of the organisation were slowed or even halted during this period. However, we have learnt a great deal about our resilience and ability to overcome, and remain even more determined to bounce back to provide the support to our young people, their families and the communities they live in that they so desperately need.

Financial review

Endeavour's key financial objective is to ensure we maintain financial stability, continued solvency and robust financial systems and governance procedures year on year, so that we can sustain delivery of our charitable objectives both currently and into the future.

We continue to face challenges in our external funding environment and the ever-changing funding landscape. Endeavour's income has increased to £642,075 (2019: £531,135) which is partly due to an exceptional one-off donation of £56,000, alongside a high proportion of our charitable activities delayed due to Covid-19. These funds are sometimes received in advance and has resulted in an increase in our restricted fund balances. Income to support our core educational provision decreased again this year to £265,125 (2019: £281,299) and remains challenging with the price per student remaining static while we continue to face inflationary cost pressures and uncertain referral volumes. We are continuing to seek and develop commercial relationships with schools and academies to explore alternative delivery models due to the reduced referrals and income from the local authority contract.

Financial review (continued)

Overall net assets have increased to £214,550 (2019: £146,741) primarily due to an increase in cash balances to £151,904 (2019: £114,746) and a reduction in short-term creditors (2020: £51,142; 2019: £70,575).

Expenditure in year was £567,854 (2019: £547,964), resulting in net income of £74,221 (2019: net expenditure of £16,829). This reflects the increased costs of supporting our charitable activities, including upkeep and running costs of our building which is required for us to deliver both our core and non core activities. As in previous years our major area of expenditure is our salaries and other staff costs; at £404,452 (2019: £396,282) this equates to 71% of total expenditure during the year (2019: 72%).

Reserves and Financial Policies

Endeavour aims to retain sufficient free reserves equivalent to at least two months forward expenditure. These reserves need to be held in case of any sudden decline in income and ensure that commitments to staff, premises and funding partners can be made with some confidence. At 30 September 2020 unrestricted free reserves amounted to £131,194 (2019: £111,561) after the pension commitments. This is an acceptable level within the current requirements however the Trustees have agreed to review the reserves policy over the next year in line with Charity Commission guidance.

Restricted Funds These are funds which have been earmarked by the donor for specific purposes within the overall aims of the organisation. Endeavour has restricted fund balances of £83,356 (2019: £35,180). These funds are for activities as detailed in note 16 to the accounts. There has been an increase this year as a result of the Covid-19 pandemic and delays in delivery of programme activity.

Dividends The Company is prohibited by the terms of its Memorandum of Association from paying any dividends.

Related parties The charity has a trading subsidiary, Endeavour Training Services Limited, the profits of which are transferred to the charity each year by gift aid. The subsidiary has not traded during the 2019/20 financial year and has been dormant for a number of years. The Trustees have therefore instructed the Directors of the subsidiary to close down the company.

Going Concern

After making appropriate enquiries, the trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

Given the ongoing situation with the Covid-19 pandemic there are a number of uncertainties around any prediction of future cash flows. There is uncertainty over future income receipts and how these will be impacted. We have successfully accessed a number of national and local Government and sector emergency funding, and many of our programme funders have been flexible on negotiating changes to funding targets. Our forecast cash flow assumptions are therefore based on assumptions reflecting income receipts at current levels and as such do not reflect any significant reduction from Covid-19 actions.

Structure, governance and management

Governing document

The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation

The governing body is the Board whose members are non-executive and unpaid. The Board meets quarterly and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust.

The Board of Endeavour delegates all day to day operations of the charity to a Chief Executive, who leads a senior management team. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity.

The Board has formally adopted a schedule of matters which are required to be brought to its attention for decision so that effective control is maintained over appropriate strategic, financial, organisational and compliance issues. The Board regularly reviews the schedule and has adopted the Charity Excellence Framework in 2020 to further guide them.

Trustees are trained and supported on governance requirements and are encouraged to actively involve themselves in the day to day activities of the charity. They participate in our staff residential, conferences and young people awards ceremonies. At our annual away day we work with them to focus on strategy.

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees of the charity, are elected by the members. One third of Board members must retire by rotation at each AGM. They can be re-elected. The maximum number is ten. Following the corporate strategy, trustees are sought to represent the interests of the regions and partnerships in which Endeavour is active.

Board members at the date of this Report are listed on the opening page. Trustees are recruited on the basis of relevant experience and skills that will help support the charity to meet its aims and objectives.

Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- An annual review of the risks the charity may face,
- The establishment of systems and procedures to mitigate those risks identified in the plan; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

Internal Control and Risk Management (continued)

The risk register is formally reviewed by the Board on an annual basis and focuses on five key themes: Governance, Financial, Operational, People and Compliance. The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance and Control

The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets.

Staff and Internal Policies

We operate under a full set of operating policies which staff had input on when being developed and implemented.

Health and Safety

Endeavour has a strict safety policy with comprehensive standards monitored by a Health & Safety Committee which meets, at a minimum, on a quarterly basis. This committee is a sub-committee of the senior management team and is chaired by the Director of Finance & Resources. Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA) and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off road cycling. The Health & Safety Committee also deals with standards in other activities such as archery and orienteering. All health and safety issues across the organisation are monitored by the committee, which has now been extended to have oversight of safeguarding. All staff are trained in critical incident response procedures, and in safety at work procedures.

Safeguarding

Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff, trustees and volunteers. In addition, personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people.

Equality and Diversity

Endeavour recognises the richness and creativity of a diverse society but we recognise also that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified. We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working and training environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly.

Employee Involvement

Endeavour seeks to engage all employees and volunteers in its activities and achievements. A number of regular management meetings and staff meetings are held. Quarterly staff briefings take place alongside an annual staff conference at which the staff are kept up to date with the activities of the organisation and any new developments, and participate in discussions, training and feedback sessions. Trustee participation at the annual conference, ensures good quality communication between all sectors of the organisation.

This report was approved by the Trustees, on 30 March 2021 and signed on their behalf by:

David Poulsom
Trustee

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 30 SEPTEMBER 2020

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ENDEAVOUR TRAINING LIMITED (the 'company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 30 September 2020.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Company (and 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 the Company's accounts 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 the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I 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 can 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).

INDEPENDENT EXAMINER'S REPORT (continued)
FOR THE YEAR ENDED 30 SEPTEMBER 2020

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.

Signed: Howard Freeman Dated: 30 March 2021

H K Freeman

SHORTS

Chartered Accountants

2 Ashgate Road
Chesterfield
S40 4AA

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
INCOME FROM:					
Donations and legacies	2	113,413	-	113,413	*60,386*
Charitable activities	3	405,235	108,618	513,853	*423,065*
Other trading activities	4	12,936	-	12,936	*45,917*
Investments	5	1,873	-	1,873	*1,767*
TOTAL INCOME		533,457	108,618	642,075	*531,135*
EXPENDITURE ON:					
Raising funds	6	32,089	-	32,089	*71,031*
Charitable activities	7	475,092	60,673	535,765	*476,933*
TOTAL EXPENDITURE		507,181	60,673	567,854	*547,964*
NET INCOME / (EXPENDITURE) BEFORE INVESTMENT LOSSES		26,276	47,945	74,221	*(16,829)*
Net losses on investments		(6,412)	-	(6,412)	*(727)*
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS		19,864	47,945	67,809	*(17,556)*
Transfers between Funds	16	(231)	231	-	*-*
NET INCOME / (EXPENDITURE) BEFORE OTHER RECOGNISED GAINS AND LOSSES		19,633	48,176	67,809	*(17,556)*
NET MOVEMENT IN FUNDS		19,633	48,176	67,809	*(17,556)*
RECONCILIATION OF FUNDS:					
Total funds brought forward		111,561	35,180	146,741	*164,297*
TOTAL FUNDS CARRIED FORWARD		131,194	83,356	214,550	*146,741*

The notes on pages 14 to 31 form part of these financial statements.

BALANCE SHEET
AS AT 30 SEPTEMBER 2020

	Note	£	2020 £	£	2019 £
FIXED ASSETS					
Tangible assets	11		**155,417**		*170,003*
Investments	12		**63,620**		*70,032*
			219,037		*240,035*
CURRENT ASSETS					
Debtors	13	**32,945**		*42,313*	
Cash at bank and in hand		**151,904**		*114,746*	
		184,849		*157,059*	
CREDITORS: amounts falling due within one year	14	**(51,142)**		*(70,575)*	
NET CURRENT ASSETS			**133,707**		*86,484*
TOTAL ASSETS LESS CURRENT LIABILITIES			**352,744**		*326,519*
CREDITORS: amounts falling due after more than one year	15		**(52,192)**		*(62,254)*
NET ASSETS EXCLUDING PENSION SCHEME LIABILITIES			**300,552**		*264,265*
Defined benefit pension scheme liability	18		**(86,002)**		*(117,524)*
NET ASSETS INCLUDING PENSION SCHEME LIABILITIES			**214,550**		*146,741*
CHARITY FUNDS					
Restricted funds	16		**83,356**		*35,180*
Unrestricted funds	16		**131,194**		*111,561*
TOTAL FUNDS			**214,550**		*146,741*

ENDEAVOUR TRAINING LIMITED
(A Company Limited by Guarantee)

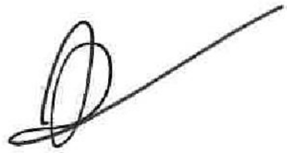
BALANCE SHEET (continued)
AS AT 30 SEPTEMBER 2020

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

The Trustees consider that the company is entitled to exemption from the requirement to have an audit under the provisions of section 477 of the Companies Act 2006 ("the Act") and members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Act.

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees on 30 March 2021 and signed on their behalf, by:



David Poulsom (Trustee)

The notes on pages 14 to 31 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 SEPTEMBER 2020

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

1.2 Company status

The Company is a company limited by guarantee and registered in England and Wales (registration number: 01157897). The members of the Company are the Trustees named on page 1. In the event of the Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Company. The address of the registered office is Endeavour Centre, Earl Marshall Road, Sheffield, S4 8FB.

1.3 Going concern

The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from the date of authorising these financial statements. Based on the cash flow forecasts prepared, the budgeted income and expenditure is considered to be sufficient, along with the level of reserves held, for the Company to be able to continue to trade as a going concern. The Trustees however note the ongoing Covid-19 pandemic and are of the view at this time that there are material uncertainties as to the continuing funding available and the levels of service that the Company is able to provide. Having considered this, they are of the view that is appropriate for the financial statements to continue to be prepared on a going concern basis.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the Financial Statements.

1. ACCOUNTING POLICIES (continued)

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the company is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the company has been notified of the executor's intention to make a distribution. Where legacies have been notified to the company, or the company is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' Report for more information about their contribution.

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

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1. ACCOUNTING POLICIES (continued)

1.6 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 allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities. Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

1.7 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities incorporating Income and Expenditure Account.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	over the period of the lease
Course and project IT equipment	-	25% straight line
Owned vehicles	-	12.5%-25% straight line
Training kitchen	-	20% straight line
Office furniture and equipment	-	25% straight line

1. ACCOUNTING POLICIES (continued)

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of Financial Activities incorporating Income and Expenditure Account.

1.9 Interest receivable

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

1.10 Debtors

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

1.11 Cash at Bank and in hand

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

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.13 Financial instruments

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

1. ACCOUNTING POLICIES (continued)

1.14 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

The company operates a defined benefits pension scheme. The scheme is a mult-employer scheme where it is not possible, in the normal course of events, to identify on a consistent and reasonable basis, the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS17 'Retirement benefits', the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the Statement of Financial Activities incorporating Income and Expenditure Account represents contributions payable to the scheme in respect of the accounting period. However, the Company has recognised a liability for the net present value of these future funding commitments.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2020 £	**Restricted funds 2020 £**	**Total funds 2020 £**	*Total funds 2019 £*
Donations	**113,413**	-	**113,413**	*42,304*
Legacies	-	-	-	*18,082*
Total donations and legacies	**113,413**	-	**113,413**	*60,386*
Total 2019	*43,779*	*16,607*	*60,386*	

Income from donations and legacies is represented by monetary donations of £113,413 (2019: £60,386) and donations in kind of £Nil (2019: £Nil).

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Educational projects	**304,217**	**74,130**	**378,347**	*326,098*
Personal development	**101,018**	**21,988**	**123,006**	*94,717*
Social action	-	**12,500**	**12,500**	*2,250*
	405,235	**108,618**	**513,853**	*423,065*
Total 2019	*281,262*	*141,803*	*423,065*	

Income from charitable activity represents contracts with statutory bodies of £203,048 (2019: £258,072) and contracts with non-statutory bodies (including grants for projects) of £310,805 (2019: £164,993).

4. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Educational projects	-	-	-	*37*
Organisational development	-	-	-	*599*
Fundraising	**12,936**	-	**12,936**	*45,281*
	12,936	-	**12,936**	*45,917*
Total 2019	*45,917*	-	*45,917*	

Income from other trading activities represents income for events of £12,936 (2019: £43,645) and other miscellaneous income of £nil (2019: £2,272).

5. INCOME FROM INVESTMENTS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Investment income	**1,873**	-	**1,873**	*1,767*
Total 2019	*1,767*	-	*1,767*	

Income from investments represents investment returns (dividends) during the year from listed securities held as fixed asset investments.

6. EXPENDITURE ON RAISING FUNDS

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Fundraising events	**2,808**	**-**	**2,808**	*7,317*
Fundraising staff costs	**26,421**	**-**	**26,421**	*63,714*
	29,229	**-**	**29,229**	*71,031*
Total 2019	*71,031*	*-*	*71,031*	

7. EXPENDITURE ON CHARITABLE ACTIVITIES

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	*Total funds 2019 £*
Organisational development	**187,318**	**3,870**	**191,188**	*159,351*
Personal development	**3,410**	**17,659**	**21,069**	*155,352*
Educational projects	**283,945**	**38,378**	**322,323**	*131,363*
Social action	**419**	**766**	**1,185**	*30,867*
	475,092	**60,673**	**535,765**	*476,933*
Total 2019	*228,026*	*248,907*	*476,933*	

8. SUPPORT COSTS

	Support costs 2020 £	Total 2020 £	*Total 2019 £*
Administration costs	**31,959**	**31,959**	*50,149*
Depreciation	**3,855**	**3,855**	*1,418*
Equipment	**6,886**	**6,886**	*-*
Governance	**5,800**	**5,800**	*1,582*
ICT and telephone	**10,944**	**10,944**	*10,690*
Legal and financial charges	**17,124**	**17,124**	*6,285*
Premises costs	**37,589**	**37,589**	*20,662*
National insurance	**(4,000)**	**(4,000)**	*-*
	110,157	**110,157**	*90,786*
Total 2019	*90,786*	*90,786*	

9. INDEPENDENT EXAMINERS' REMUNERATION

The Independent Examiner's remuneration amounts to an Independent Examination fee of £4,150 (2019: £6,600 for audit).

10. STAFF COSTS

Staff costs were as follows:

	2020 £	2019 £
Wages and salaries	292,397	232,829
Social security costs	20,287	14,039
Other pension costs (Note 18)	(11,454)	3,768
	301,230	250,636

The average number of persons employed by the company during the year was as follows:

	2020 No.	2019 No.
Employees	13	16

Average headcount expressed as a full time equivalent:

	2020 No.	2019 No.
Full time equivalent	11	13

No employee received remuneration amounting to more than £60,000 in either year.

During the year the total amount of remuneration and benefits received by key management personnel was £188,881 (2019: £178,947).

During the year, no Trustees received any remuneration (2019: £Nil).
During the year, no Trustees received any benefit in kind (2019: £Nil).
During the year, one trustee received reimbursements of £100 in relation to expenses incurred (2019: no trustees received any reimbursements of expenses).

11. TANGIBLE FIXED ASSETS

	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Total £
Cost						
At 1 October 2019	**129,384**	**67,418**	**39,708**	**72,455**	**4,863**	**313,828**
Additions	**-**	**6,787**	**-**	**-**	**-**	**6,787**
At 30 September 2020	**129,384**	**74,205**	**39,708**	**72,455**	**4,863**	**320,615**
Depreciation						
At 1 October 2019	**15,374**	**65,376**	**35,257**	**22,955**	**4,863**	**143,825**
Charge for the year	**2,600**	**2,276**	**2,006**	**14,491**	**-**	**21,373**
At 30 September 2020	**17,974**	**67,652**	**37,263**	**37,446**	**4,863**	**165,198**
Net book value						
At 30 September 2020	**111,410**	**6,553**	**2,445**	**35,009**	**-**	**155,417**
At 30 September 2019	*114,010*	*2,042*	*4,451*	*49,500*	*-*	*170,003*

The freehold property was acquired during the financial year ended 30 September 2013, from Sheffield City Council, with part of the purchase agreement whereby Endeavour Training Limited committed to spend £125,000 over the next 10 years on refurbishing and improving the assets. During the financial year an exercise has been undertaken to ascertain how much has been spent on the property since acquisition.

The course & project IT equipment and training kitchen are used for charitable purposes. The office furniture & equipment is employed in management and administration. Included in the total cost for owned vehicles is an amount totalling £24,500 relating to donated assets.

12. FIXED ASSET INVESTMENTS

	Listed securities £	Shares in group undertakings £	Total £
Market value			
At 1 October 2019	70,030	2	70,032
Movement in market value in the year	(6,412)	-	(6,412)
At 30 September 2020	63,618	2	63,620

Subsidiary undertakings

The following were subsidiary undertakings of the company:

Name	Holding
Endeavour Training Services Limited	100%

The aggregate of the share capital and reserves as at 30 September 2020 and of the profit or loss for the year ended on that date for the subsidiary undertakings were as follows:

Name	Aggregate of share capital and reserves £	Profit/(loss) £
Endeavour Training Services Limited	2,947	-

Investments at market value comprise:

	2020 £	*2019 £*
Trade investments	63,618	*70,030*
Group	2	*2*
Total market value	63,620	*70,032*

All the fixed asset investments are held in the UK

13. DEBTORS

	2020 £	2019 £
Trade debtors	21,619	28,456
Amounts owed by group undertakings	2,984	2,984
Other debtors	1,945	850
Prepayments and accrued income	6,397	10,023
	32,945	42,313

14. CREDITORS: Amounts falling due within one year

	2020 £	2019 £
Bank loans and overdrafts	9,796	9,410
Trade creditors	24,498	14,804
Other taxation and social security	4,251	4,002
Other creditors	170	1,289
Accruals and deferred income	12,427	41,070
	51,142	70,575

15. CREDITORS: Amounts falling due after more than one year

	2020 £	2019 £
Bank loans	52,192	62,254

The bank loan is secured by a charge over the freehold property.
Creditors include amounts not wholly repayable within 5 years as follows:

	2020 £	2019 £
Repayable by instalments	8,962	20,721

The term of the loan is ten years starting 2016 and interest is charged at the base rate plus 3.15% per annum.

16. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 October 2019 £	Income £	Expend're £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 September 2020 £
Unrestricted funds						
General Funds - all funds	229,085	533,457	(538,703)	(231)	(6,412)	217,196
Pension commitment	(117,524)	-	31,522	-	-	(86,002)
	111,561	533,457	(507,181)	(231)	(6,412)	131,194
Restricted funds						
Hair & beauty salon	10,500	-	-	-	-	10,500
Heritage lottery	(22,202)	32,880	(17,210)	-	-	(6,532)
Educational projects	22,000	-	(22,231)	231	-	-
DFE Careers	21,689	14,250	(16,147)	-	-	19,792
Personal development projects	3,193	43,988	(448)	-	-	46,733
Social action projects	-	12,500	(767)	-	-	11,733
Social Enterprise Exchange	-	5,000	(3,870)	-	-	1,130
	35,180	108,618	(60,673)	231	-	83,356
Total of funds	146,741	642,075	(567,854)	-	(6,412)	214,550

16. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 October 2018 £	Income £	Expend're £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 September 2019 £
General funds						
General Funds - all funds	203,936	372,725	(317,533)	(29,316)	(727)	229,085
Pension Commitment	(136,000)	-	18,476	-	-	(117,524)
	67,936	372,725	(299,057)	(29,316)	(727)	111,561
Restricted funds						
Riverside refurbishment	18,003	-	(11,715)	(6,288)	-	-
Riverside premises	7,549	-	-	(7,549)	-	-
Teaching kitchen	-	2,000	(8,718)	6,718	-	-
Minibus fund	7,683	-	-	(7,683)	-	-
Santander teaching garden	-	4,607	(993)	(3,614)	-	-
Big lottery fund SY2	(20,025)	94,717	(98,476)	23,784	-	-
Natwest skills and opportunities	-	17,276	(17,176)	(100)	-	-
ESF funding	2,355	-	(2,355)	-	-	-
Hair & beauty salon	500	10,000	-	-	-	10,500
Heritage Lottery	24,903	-	(47,105)	-	-	(22,202)
Personal development projects	10,918	-	(9,773)	2,048	-	3,193
Social action projects	28,615	2,250	(30,865)	-	-	-
Educational projects	15,860	-	(15,860)	22,000	-	22,000
DFE Careers	-	27,560	(5,871)	-	-	21,689
	96,361	158,410	(248,907)	29,316	-	35,180
Total of funds	164,297	531,135	(547,964)	-	(727)	146,741

SUMMARY OF FUNDS - CURRENT YEAR

	Balance at 1 October 2019 £	Income £	Expend're £	Transfers in/out £	Gains/ (Losses) £	Balance at 30 September 2020 £
General funds	**111,561**	**533,457**	**(507,181)**	**(231)**	**(6,412)**	**131,194**
Restricted funds	**35,180**	**108,618**	**(60,673)**	**231**	**-**	**83,356**
	146,741	**642,075**	**(567,854)**	**-**	**(6,412)**	**214,550**

SUMMARY OF FUNDS - PRIOR YEAR

	Balance at 1 October 2018 £	*Income £*	*Expend're £*	*Transfers in/out £*	*Gains/ (Losses) £*	*Balance at 30 September 2019 £*
General funds	*67,936*	*372,725*	*(299,057)*	*(29,316)*	*(727)*	*111,561*
Restricted funds	*96,361*	*158,410*	*(248,907)*	*29,316*	*-*	*35,180*
	164,297	*531,135*	*(547,964)*	*-*	*(727)*	*146,741*

Unrestricted Reserves

These are utilised to further the Charity's purposes. During the financial year transfers of £231 were made between restricted and unrestricted funds (see below).

As per the requirement of FRS102, long term pension commitments relating to the pension scheme deficit identified by the actuarial valuation in 2017 are also shown as an obligation to be met from unrestricted funds.

Restricted Funds and Transfers between Funds

Restricted funds are those to be applied to further a specific purpose of the charity. Larger restricted funds are listed seperately, with smaller restricted grants aggregated under the headings Personal development, Social action and Educational projects.

During the year the Balcombe Trust project completed and as such the remaining balance of £231 was transferred from restricted funds to unrestricted funds.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	155,417	-	155,417
Fixed asset investments	2	-	2
Trade investments	63,618	-	63,618
Current assets	94,963	89,888	184,851
Creditors due within one year	(44,612)	(6,532)	(51,144)
Creditors due in more than one year	(52,192)	-	(52,192)
Provisions for liabilities and charges	(86,002)	-	(86,002)
	131,194	83,356	214,550

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2019 £	*Restricted funds 2019 £*	*Total funds 2019 £*
Tangible fixed assets	*170,003*	-	*170,003*
Fixed asset investments	*2*	-	*2*
Trade investments	*70,030*	-	*70,030*
Current assets	*99,679*	*57,380*	*157,059*
Creditors due within one year	*(48,376)*	*(22,199)*	*(70,575)*
Creditors due in more than one year	*(62,254)*	-	*(62,254)*
Provisions for liabilities and charges	*(117,524)*	-	*(117,524)*
	111,560	*35,181*	*146,741*

18. PENSION COMMITMENTS

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £4,649 (2019: £3,768). There were no contributions payable to this scheme at either Balance Sheet date.

The Company participates in an additional scheme, a multi-employer scheme which provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

18. PENSION COMMITMENTS (continued)

The scheme is classified as a 'last-man standing arrangement'. Therefore the Company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit following withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2014. This valuation showed assets of £793m, liabilities of £970m and a deficit of £177m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2016 to 30 September 2025 - £12,945,440 per annum (payable monthly and increasing by 3% each on 1st April).

From April 2016 to 30 September 2028 - £54,560 per annum (payable monthly and increasing by 3% each on 1st April).

A further actuarial valuation was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2019 to 31 January 2025 - £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April).

Unless a concession has been agreed with the Trustee the term to 30 September 2025 applies. The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the Company has agreed to a deficit funding arrangement the Company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailled in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

The present value of the pension commitment at 30 September 2020 was £86,002 (2019: £117,524). A rate of discount of 0.58% was used as at 30 September 2020 (2019: 0.96%). The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The amounts recognised in profit for the scheme are as follows:

Year ended 30 September 2020: unwinding of the discount factor (interest expense) - £911 debit (2019: £2,239). Remeasurements - impact of any change in assumptions - £734 debit (2019: £2,088 debit). Remeasurements - amendment to the contribution schedule - £Nil (2019: £19,330 credit).

The deficit contributions payable by the Company to the scheme were £18,295 from 1 April 2019 and £18,844 from 1 April 2020, being the amount requested by the Trustee.

19. OPERATING LEASE COMMITMENTS

At 30 September 2020 the total of the Charity's future minimum lease payments under non-cancellable operating leases was:

	2020	*2019*
	£	*£*
Amounts payable:		
Within 1 year	**4,773**	*14,320*
Between 1 and 5 years	**-**	*8,353*
Total	**4,773**	*22,673*

20. TRUSTEES' BENEFITS: ADVANCES, CREDIT AND GUARANTEES

The Company is limited by guarantee and does not have a share capital. Every member of the Company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year after he/she ceases to be a member, for payment of the debts and liabilities of the Company contracted before he/she ceases to be a member and of the costs, charges and expenses of winding up, and the adjustment of the right of the contributories among themselves, such amount as may be required not exceeding a pound.

21. RELATED PARTY TRANSACTIONS

There are no related party transactions or balances falling due for disclosure (2019: none) in accordance with the Charities SORP (FRS 102).