

REGISTERED COMPANY NUMBER: 01007353 (England and Wales)  
REGISTERED CHARITY NUMBER: 508775

Report of the Trustees and  
Consolidated Financial Statements  
for the Year Ended 31st August 2024  
for  
Humberside Engineering Training  
Association Limited

Sadofskys  
Statutory Auditors  
Princes House  
Wright Street  
Hull  
East Yorkshire  
HU2 8HX

**Humberside Engineering Training**  
**Association Limited**

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**for the year ended 31st August 2024**

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**Humberside Engineering Training  
Association Limited**

**Report of the Trustees  
for the year ended 31st August 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the group for the year ended 31st August 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Company number**

01007353 (England and Wales)

**Registered Charity number**

508775

**Registered office**

27-31 Dansom Lane

Hull

HU8 7LA

**Trustees**

I C Palmer - Chair

R M Swain

T Mottershead

E J Greenfield

D J Oliver

M R Brunton (appointed 19/9/23)

B Houston (appointed 19/9/23)

J M Wells (appointed 30/4/24)

Mrs K A Johnson (appointed 23/7/24)

Mrs K Robinson (appointed 23/7/24)

S T Dearing (appointed 23/7/24)

M T Daubney (resigned 19/3/24)

L S Fretter (resigned 29/4/24)

**Company Secretary**

I Elliott

**Auditors**

Sadofskys

Statutory Auditors

Princes House

Wright Street

Hull

East Yorkshire

HU2 8HX

**Solicitors**

Bridge McFarland

1 Marina Court

Hull

HU1 2AZ

**Humberside Engineering Training  
Association Limited**

**Report of the Trustees  
for the year ended 31st August 2024**

**Expertise, experience, capabilities of HETA**

HETA is a not-for-profit Charity "Group Training Association" established in 1967 which now operates from 3 wholly owned sites, Dansom Lane (Hull), Pioneer Park (Grimsby) and Foxhills (Scunthorpe) to serve employers across the Humber Region that operate in the engineering, manufacturing and process industries.

The GTA model still exists in name but in real terms the company operates as a commercially focused but not for profit training provider with a FE/Charitable ethos that serves our learners and employers to ensure we deliver training and education that will meet the skills needs of the region.

Governance is provided by a group of Trustees who meet six times per year.

HETA currently employs around 80 people across the three sites with a turnover in excess of approx. £7m pa. Our real estate is wholly owned.

HETA currently trains and assesses around 600 Engineering learners per year across levels 3, 4 & 5 and delivers 'in-work' training for adults to over 350 client companies across the Yorkshire and Humber region. HETA also delivers training contracts for employers who have multiple sites across the UK.

**OBJECTIVES AND ACTIVITIES**

To advance the theoretical and practical education and training of persons engaged or intending to be engaged in the engineering industry.

**The HETA vision is;**

**To be the leading Engineering training provider delivering exceptional, high-quality training that continually meets customer requirements.**

We will provide trainees with the qualifications, skills and workplace experience required to obtain sustained employment and abilities to respond to the changes across our core industries.

**HETA will be guided by and follow the following 6 strategic aims;**

- A. To maintain the work required to be an Ofsted graded provider rated Good or Good with Outstanding features.
- B. To be the engineering training "Provider of Choice" across the Humber region designing and delivering high quality skills training.
- C. To reduce our reliance of public funding in the pursuit of commercial income whilst maximising existing ESFA contract values.
- D. To reduce our level of debt and increase our cash reserves.
- E. To be an "Employer of Choice" and to create a positive working environment that generates, encourages and promotes equality of opportunity for all staff and that is creative and entrepreneurial that will enable the business to grow.
- F. To monitor the skills needs across the Humber region and respond to meet that demand.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**OBJECTIVES AND ACTIVITIES - continued**

**We will be driven to achieve the following top level Key Performance Indicators;**

1. Increase growth in turnover in line with the overall three-year financial plan.
2. Deliver an annual surplus to re-invest in the business of no less than 5% per annum.
3. Maintain a Self-Assessed Grade of at least Good (2) with Outstanding features.
4. Agree and achieve annual targets for recruitment/retention and Qualification Achievement Rates (QAR) that are well above national benchmarks.
5. Maintain and increase our market share of Advanced Apprenticeships using ESFA annual data to agree targets and measure our performance.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Charity constitution**

The company is limited by guarantee. It was incorporated on 7th April 1971 under the Companies Acts 1948 and 1967 and is governed by its memorandum and Articles of Association as amended September 1980, April, 1995 and May 2021. A further amendment was approved by the HETA Board of Trustees in July 2024.

**Recruitment and appointment of new trustees**

HETA aims to develop and maintain a diverse group of individuals that will support the aim of the company. Trustees are identified and recruited based on skill set and experience.

No one is entitled to act as a Trustee whether on appointment or on any reappointment until he or she has expressly acknowledged, in whatever way the Trustee decide, his or her acceptance of the office of Trustee and Member.

The appointment of a Trustee must not cause the number of Trustees to exceed any number fixed as the maximum number of Trustees.

The latest Articles of Association make clear reference to the period of time that Trustees will be appointed for.

The latest amendment to the Articles of Association now shows that the maximum number of Trustees has been increased to 15 people.

**Organisational structure**

The Board meet six times during the year. The meetings were concluded using a 'hybrid' model over both video conferencing and face to face. This model provided members with a more efficient way to meet and increased participation.

HETA is managed by the Directors (Trustees) with day-to-day responsibility delegated to the Chief Executive who is appointed by the Board.

The day to day strategic and operational management of HETA was carried out by the Senior (strategic) Leadership Team (SLT) which during 2023-24, consisted of the following team members\*;

- **Chief Executive**
- **Deputy Chief Executive**
- **Human Resources Manager**
- **Operations Manager**
- **Head of Quality and Curriculum Development (with effect from August 2024)**



**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**STRUCTURE, GOVERNANCE AND MANAGEMENT - continued**

In turn, the SLT is supported by an experienced and very able management team:

- **Health and Safety Manager**
- **2 x Centre (curriculum) Managers**
- **Field Team Manager**
- **Curriculum Manager Higher Education**
- **IT Support Manager**
- **Management Accountant**
- **Administration Manager**
- **Teaching and Learning Improvement Manager**
- **Sales and Marketing Manager**

*\*From September 1<sup>st</sup>, 2023, the post of Head of Sales and Marketing ceased to exist following the resignation of the post holder and responsibility for this department has been taken over by the Sales and Marketing Manager.*

**The Management of Risk**

HETA has adopted a Business Risk Register (BRR) and the Board will receive updates on each area of risk to assess the appropriateness and robustness of the controls being deployed to mitigate risk. The BRR is reviewed periodically by the management team and at board meetings by the Trustees.

**Policy on Reserves**

The charity will aim to hold, non-committed, end of year cash reserves of not less than 50% and not more than 150% of the total annual staff and contractor employment costs. The reserves policy remains a key aspect of financial health, but the Trustees continue to review this annually.

This formula will enable the directors and management of HETA adequate contingency funds to deal with significant variations of year-to-year business activity.

At the Balance Sheet date the unrestricted cash reserves represented 25% (2023: 39%) of the year's employment costs (including subcontract instructors and excluding HATA apprentices). The board approved the reserves dropping below the target in order to finance the construction of the new centre at Grimsby.

The need to vacate our previous (rented) premises at Stallingborough (Grimsby) and the strong desire to create a higher quality, 21<sup>st</sup> century learning and working environment was a driving force behind the new build project mentioned above.

For context, the construction phase probably started at the worst possible time post pandemic and a war in Ukraine. Material costs were high, and price continuity was unpredictable added to by labour shortages which led to higher contractor prices.

Combining all this with the fact that the UK was in a 'funding hiatus' and that no additional capital grants were available, this meant that the build project was financed from both bank borrowings and reserves.

Whilst the reserves policy exists, the board of Trustees approved that this can be flexible in order to achieve the project completion.

Reserves for 2024-25 and 2025-26 are forecast to be at 22% and 38% respectively and rising in subsequent years taking HETA back within the tolerances allowed in the reserves policy. HETA has a number of strategic aims of which one relates to levels of debt; *"To reduce our level of debt and increase our cash reserves"*

The current reserves reflect the fact that the Board have chosen to 'overpay' on monthly capital payments that will see the overall debt level reduced. Two building loans are scheduled to be paid off in December 2024 and July 2025.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**KEY ACHIEVEMENTS AND PERFORMANCE**

**Income Diversification**

It is important that HETA follows a plan to diversify income and not be solely reliant on the core funding from the Department of Education. Our commercial training courses have grown steadily with the expansion of our sales and marketing function. It is important to note in addition to commercial sales, that this team drives the recruitment process for both our Level 3 funded programmes and our Higher National education programmes that are mainly fee paying rather than government funded.

Combining both income streams demonstrates a modest but healthy year on year increase.

**Out of Area Recruitment**

HETA continues to recruit learners from outside of the Humber region. In 2023-24, we were successful in attracting employers and their learners from West and South Yorkshire, London and the South East of England.

This pattern is continuing into 2024-25.

**Armed Forces@HETA**

HETA has been a signatory of the Armed Forces Covenant since 2022 and following a successful application, we have now secured the next level up as a Silver Award holder. This follows a review of activities, policies and procedures and the ability to demonstrate that we support the UK Armed Forces community.

The Armed Forces Covenant is a promise that together we acknowledge and understand that those who serve or have served in the Armed Forces, and their families, including the bereaved, should be treated with fairness and respect in the communities, economy, and society they serve with their lives.

<https://www.armedforcescovenant.gov.uk/about-the-covenant/>

HETA has been actively engaged with the armed forces to raise awareness of engineering careers for veterans transitioning to civilian life. We provided Information, Advice, and Guidance (IAG) at key events, including the Catterick Army Base, Manchester and London Veterans UK Roadshows, and attended events for cadets at Leconfield Barracks.

These initiatives highlighted the transferable skills veterans bring to the engineering sector and showcased the opportunities available to them. Our dedication to supporting the armed forces community was recognised with the prestigious Silver Armed Forces Covenant Award, reflecting our commitment to fostering career pathways for those who have served.

**Ofsted**

December 2023 saw HETA receive a full inspection from Ofsted-the previous inspection was in 2017. The outcome was graded as Good-this matched the previous inspection grade. For more detailed information then please follow this link to read the full inspection report: <https://files.ofsted.gov.uk/v1/file/50238232>

**Overall effectiveness Good**

- The quality of education- *Good*
- Behaviour and attitudes- *Good*
- Personal development- *Good*
- Leadership and management- *Good*
- Education programmes for young people- *Good*
- Apprenticeships- *Good*

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**KEY ACHIEVEMENTS AND PERFORMANCE - continued**

**Funding and Fundraising Activities**

Income streams at HETA are structured in such a way to provide some degree of financial security and sustainability that allows us to reinvest in the best teaching and learning facilities and working conditions for staff.

**In simple terms we aim to maintain four strands of revenue generation;**

- Contracted funding from the Department for Education to support the delivery of funded programmes including Apprenticeships and Traineeships.
- Higher Education that is paid for by employers to deliver the Higher National Certificate and Diploma.
- Commercial training courses to upskill those already in the labour market paid for by employers and individuals.
- Additional grant funding from different sources designed to fund new provision, acquisition of new equipment, training resources and discrete interventions to support young people.

HETA has continued to deliver a significant number of training and education programmes to our different client groups that have generated income to support the continued growth of the charity.

These include;

- Level 3 & 4 Apprenticeships to both 16-18 and 19+ learners - **£5,039k**
- Study Programme (Traineeships) for unsponsored learners - **£220k**
- HE programmes - **£521k**
- Adult upskilling courses for those already operating in the labour market - **£906k**
- Other income streams - **£723k**

**Overall income year on year is;**

£7,409k 2023-24 against £6,241k 2022-23

In delivering these various activities, the company has generated an operating surplus of **£915k**- an income uplift of 19% year on year-this reflects the strength in how our income streams have been diversified.

This surplus allows for continued investment in the current and future activities of the Charity; **Investment in new assets for the year was £698k.**



**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**KEY ACHIEVEMENTS AND PERFORMANCE - continued**

**Additional Grant Funding**

HETA was particularly successful in attracting new grants by participating in a key national initiative from the Department of Education:

**LSIPs and LSIFs**

Local Skills Improvement Plans-LSIPs were conceived to define and set out the key priorities and changes needed in a local area to make post 16 technical education or training more responsive and closely aligned to local labour market needs and provide a representative and coherent employer view of the skills most needed to support local economic growth and boost productivity, and improve employability and progression for learners.

The LSIF supports the reforms introduced in the skills for jobs white paper, providing investment in the technical skills system to better support the needs of the local labour market and wider economy.

The Local Skills Improvement Fund was aligned to the LSIPS. The fund is being made available to collaborations of FE/Post 16 providers to enable them to respond to the priorities in the Local Skills Improvement Plans (LSIPs).

The local skills improvement fund (LSIF) was designed to enable further education providers across a geographic area to respond collectively to the priorities in the local skills improvement plans (LSIPs). The LSIPs were submitted by the designated employer representative body for each area by 31 May 2023. For the Humber region these were the Hull and Humber Chamber of Commerce and the Federation of Small Businesses.

HETA was successful in securing partner place in the LSIF Partnership for both Greater Lincolnshire and Hull and East Yorkshire.

As an active partner, we secured vital capital and revenue funding totalling £850k-this has allowed us to invest in new equipment that support curriculum developments and an improved learner experience.

HETA was able to secure additional funding from the LSIF which enabled us to make significant investments in new capital equipment and new curriculum design.

**Ann Watsons Trust**

Established in the East Riding of Yorkshire, the Trust is now 300 years old making it one of the older charities in the United Kingdom and to this day it continues to fulfil the charitable objectives of its founder Mrs Ann Watson.

Along with other charitable aims, the trust seeks to make grants for the advancement of education of young people under 25 years in Hull and the East Riding of Yorkshire.

In 1720, Ann Watson's Will established a Trust to improve the educational opportunities of local children to improve their employability and this remains a key objective of the Trust to this day.

All beneficiaries of a grant must be under 25 years of age, have lived in Hull or the East Riding of Yorkshire and be either currently attending or have attended a school in that area for at least three years.

Funding was used to support our Traineeships. This group of learners follow a similar path of study to the paid apprentices but receive no wage other than a small amount of money to reimburse travel costs.

In 2023/24, HETA successfully utilised the Ann Watson Trust funding to support 14 learners, achieving an incredible 100% progression rate into employment and apprenticeships with prestigious companies such as Siemens, Reckitts, and Paragon Toolmaking.

**Humberside Engineering Training  
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**Report of the Trustees  
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**KEY ACHIEVEMENTS AND PERFORMANCE - continued**

The Ann Watson Trust has proved to be invaluable to learners, especially those from low-income families, providing essential financial support to overcome barriers such as transport, equipment, and living costs. This assistance empowers them to focus on their training, opening doors to life-changing opportunities in engineering careers.

Among these success stories:

- *Kira made history as our first female unsponsored learner in the Fabrication and Welding Department, she used the Ann Watson Trust to buy a small welding rig for home so she could practise her technique.*
- *Alfie, now thriving in his role at Reckitts, used the trust to fund a laptop, enabling him to excel in his work, while another learner relied on the funding for transport from the outskirts of Hull, ensuring consistent attendance and commitment.*

HETA has established a relationship with AWT and we are incredibly grateful for the support of the Trust's staff and Trustees.

During 2023-24, the Ann Watsons Trust made a contribution of £30k.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**CHARITABLE ACTIVITIES**

**Fulfilling our charitable ethos - Getting Young People into Work and working with Schools**

**“HETA is a training provider and a Job Broker”.**

**Traineeships@HETA are a ‘cornerstone’ programme of teaching and learning and demonstrate our commitment to developing young people and to ensure our client base can access high quality job applicants.**

In 2023-24, HETA continued to secure employment for a significant number of young people acting as a recruiter for employers. This approach essentially has two facets-Traineeships (Study Programmes) and Sponsored Apprenticeships.

*Study Programmes* are a specific funding stream from the Department for Education-for ease of understanding HETA continues to refer to them as “Traineeships”.

The Traineeship is designed to act as a pathway into employment, an apprenticeship or further learning. The entry criteria and delivery requirements are flexible.

HETA uses the Government's Study (Traineeship) Programme to widen participation and to ensure small to medium employers can access suitable Apprenticeship candidates without having to commit to paying a whole year of ‘off the job’ wages.

HETA is now into the 11th year of delivering on this programme and has adopted a model that is regarded as being exemplary practice which sees young people being exposed to both trade and employability skills with progression into a job.

The company receives a significantly lower funding amount that is far less than the core funding for an Advanced Apprenticeship. We purposely deliver a much-enhanced learning experience that is not covered by the funding allocation.

In short, HETA over delivers in order to maximise employment opportunities for young people and to ensure that employers have access to a talent pipeline.

**The following data shows the successful outcome for the Traineeship programme at HETA:**

- 45 out of 47 traineeships went on to a successful outcome - 96%.
- 37 out of 47 traineeships went on to an apprenticeship with HETA – 79%

**Community Marketing & Support**

Being part of the community is vital to HETA, reflecting our commitment to supporting and inspiring local initiatives. One area was highlighting the synergy between sports and engineering—both demanding teamwork, precision, and perseverance.

We proudly sponsored clubs such as Hull City Ladies, South Cave Under 7s, and Myton Warriors, with the Under 7s giving back through charity work with a local foodbank.

Additionally, we collaborated with Grimsby NHS on an inspiring project to repurpose their smoking shelter into art features, showcasing the creativity and problem-solving at the heart of engineering. These efforts demonstrate our dedication to fostering community connections and driving positive change.



**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**CHARITABLE ACTIVITIES - continued**

**Welfare for Learners and Staff**

HETA seeks to deliver the best possible learning experience for young people, however our aim is to support our learners in a more holistic manner. This includes support and education around physical and mental health. In some cases, we provide financial support to buy uniform, IT kit and we manage the travel allowances for Study Programmes (Traineeships).

A number of staff have trained as Mental Health First Aiders and attend update sessions around MH issues so we can better support learners.

As part of a more rounded approach to the future wellbeing of the younger learners, HETA self-funds and provides a programme of information, training and counselling around the issues of;

- Diet
- Alcohol
- Drugs
- Mental health issues- we now have mental health 'First Aiders' embedded on each site
- Fitness
- Team Working
- Communication Skills
- Safeguarding and the "Prevent" (from radicalisation) strategy

Our staff are HETA, they are our greatest asset and the investment in finding, recruiting, training and retaining the best people remains a cornerstone of the business.

Our aim is that the employment conditions at HETA for existing and potential staff, is regarded as being good enough to make us an "Employer of Choice".

Terms of employment include;

- *Salaries that are competitive to the education sector*
- *Generous leave entitlement and support for those with caring responsibilities*
- *Private Health Cover*
- *Contributory pension scheme*
- *Life Insurance*
- *Salary sacrifice schemes*
- *Subsidised catering facilities*

The recruitment market remains a challenge across most business sectors and HETA is no exception. The company is mindful of normal 'churn' via retirements and resignations and as such adopted a more proactive approach to recruitment.

By utilising a range of tactics to recruit and to try and succession plan (for retirees) it has been possible to recruit some excellent replacement staff. However, the increased use of external recruitment agencies has been a necessity resulting in much higher expenditure on recruitment fees.

HETA continues to invest in staff development via structured Continuous Development Days, online training, teacher training from Levels 3 to 5, external events, webinars etc.

The company also tries to balance workloads with home commitments and aims to be a family friendly employer supporting those with carer responsibilities.



**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**CHARITABLE ACTIVITIES - continued**

**Information, Advice and Guidance Engagement & Outreach activities**

HETA continues to provide a range of unfunded activities to schools around Information, Advice and Guidance (IAG) to young people. The data table below provides detail about the activities carried out by HETA in 2023-24:

***School Visits and other IAG activities***

- **Overall Delivered Activities: 192**
- **School Visits: 134**
- **College Visits: 18**
- **Combined School and College Events: 28**
- **Large Events: 12**

The overall aim is to engage with schools across the region and beyond going out to South Yorkshire and Greater Lincolnshire. In real terms this means a raft of different activities and the examples below give a flavour and diversity of the type of outreach that HETA delivers.

- Secondary School: Two Day Event. Planned and delivered for two year groups. Students were tasked with planning and building a marble run made from recycled materials. Students were assigned teams where each student was assigned a specific role for the project. To start each day, students were given an assembly on HETA and apprenticeships in general, before being provided with a brief of the task.
- 6th Form College: Large careers fair hosting students from other local schools and colleges. Over 700 attendees and 70+ providers present.
- Hull Science Festival: Family focused event hosted at Hull University with a huge variety of STEM related events and activities. We hosted a practical activity in the 'Discovery Zone'. Over 2000 tickets allocated for events throughout the day.
- Skills For Life Apprenticeship Fair at York Racecourse: Visited by local schools and colleges as well as parents visiting with their children later in the evening, focused solely on apprenticeship pathways.
- Doncaster Chamber: "Opportunities Live": Large careers fair hosted for schools across the region to visit and engage with employers and training providers.
- Grimsby Job Centre: Event for those seeking employment or exploring the possibility of a career change to engage with employers or training providers offering apprenticeship pathways into a new industry.
- Civic Centre Immingham: Event for those seeking employment or exploring the possibility of a career change to engage with employers or training providers offering apprenticeship pathways into a new industry.
- Skills Humber & East Riding: Event hosted by Optimus Education at Hull University to allow schools from in around the city to engage with employers, training providers colleges and universities. Across 2 days we engaged with Y9/10 students from a variety of schools.
- Hull & Humber Chamber of Commerce: Took place as part of Humber Business Week 2023, focused on gathering local employers/training providers.
- Humber Stem Event: Event hosted at Craven Park focused on engaging primary school students in STEM activities hosted by employers in STEM and training providers such as ourselves. We were tasked with creating a 45 minute session for multiple schools throughout the day. Students were provided with a resource pack, given a presentation on STEM careers linked to HETA's provision and tasked with building a race car from cardboard components.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**CHARITABLE ACTIVITIES - continued**

- Hull & East Yorkshire Schools & Colleges Summer Conference, a celebration of the careers education taking place in the region.
- North East Lincolnshire Skills Fair: Hosted at Grimsby Auditorium and sponsored by P66. Attended by a large number of schools from across North East Lincolnshire, providing them with an opportunity to engage with employers, training providers, colleges and universities.

**Volunteers/Volunteering**

HETA does not recruit volunteers as part of our core activities, preferring to use establishment staff. However the Board of Trustees are all volunteers.

We do encourage staff to carry out a range of unfunded 'pro bono' activities. Some staff are Governors at schools across the region and also work with other charities.

The CEO is a member of the Hull and East Yorkshire (HEY) Business, Growth and Skills Hub, Skills Board and Joint Chair of the HEY Apprenticeship & Technical Education Working Group and is a member of the Local Skills Improvement Plan (LSIP) Board.

**Humberside Engineering Training  
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**Report of the Trustees  
for the year ended 31st August 2024**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of Humberside Engineering Training Association Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Sadofskys, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 18/03/25 and signed on the board's behalf by:



I C Palmer – Trustee & Chair



**Report of the Independent Auditors to the Members of**  
**Humberside Engineering Training**  
**Association Limited**

**Opinion**

We have audited the financial statements of Humberside Engineering Training Association Limited (the 'parent charity') and its subsidiaries (together comprising the 'charitable group') for the year ended 31st August 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable group's and parent charity's affairs as at 31st August 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.



**Report of the Independent Auditors to the Members of**  
**Humberside Engineering Training**  
**Association Limited**

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Our responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:
- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the charitable sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, UK tax legislation, and data protection, anti-bribery, employment, environmental, health and safety legislation along with industry specific regulations and requirements.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

**Report of the Independent Auditors to the Members of**  
**Humberside Engineering Training**  
**Association Limited**

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators, and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Alan Brocklehurst (Senior Statutory Auditor)  
for and on behalf of Sadofskys  
Statutory Auditors  
Princes House  
Wright Street  
Hull  
East Yorkshire  
HU2 8HX

<p style="text-align: center;"><b>SADOFSKYS Limited</b> <b>Chartered Accountants</b> <b>Princes House, Wright Street, Hull</b> <b>HU2 8HX Tel 01482 228488</b></p>
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Date: 18/3/2025

**Humberside Engineering Training  
Association Limited**

**Consolidated Statement of Financial Activities  
for the year ended 31st August 2024**

		2024 Unrestricted funds £	2023 Unrestricted funds £
	Notes		
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies		-	-
<b>Charitable activities</b>	4		
Apprentice Training		5,219,852	4,286,942
HNC & HND		597,625	380,450
Adult Training		906,068	877,802
Investment income	3	19,383	19,621
Other income	3	<u>667,721</u>	<u>676,387</u>
<b>Total</b>		<u>7,410,649</u>	<u>6,241,202</u>
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>	5		
Apprentice Training		4,976,549	4,283,139
HNC & HND		531,029	437,408
Adult Training		988,317	1,060,068
Work with Schools		-	-
<b>Total</b>		<u>6,495,895</u>	<u>5,780,615</u>
<b>NET INCOME</b>		914,754	460,587
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		<u>7,447,531</u>	<u>6,986,944</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>8,362,285</u></u>	<u><u>7,447,531</u></u>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing operations.

**FUND ACCOUNTING**

All income and expenditure relates to unrestricted funds.

The notes form part of these financial statements



**Humberside Engineering Training  
Association Limited**

**Consolidated Balance Sheet  
31st August 2024**

	Notes	2024 Unrestricted funds £	2023 Unrestricted funds £
<b>FIXED ASSETS</b>			
Tangible assets	11	<u>11,441,527</u>	<u>11,273,710</u>
<b>CURRENT ASSETS</b>			
Debtors	13	<u>915,385</u>	800,332
Cash at bank		<u>937,674</u>	<u>1,367,550</u>
		<b>1,853,059</b>	<b>2,167,882</b>
<b>CREDITORS</b>			
Amounts falling due within one year	14	<u>(1,176,202)</u>	<u>(1,371,197)</u>
<b>NET CURRENT ASSETS</b>		<u><b>676,857</b></u>	<u><b>796,685</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>12,118,384</b>	<b>12,070,395</b>
<b>CREDITORS</b>			
Amounts falling due after more than one year	15	<u>(3,756,099)</u>	<u>(4,622,864)</u>
<b>NET ASSETS</b>		<u><b>8,362,285</b></u>	<u><b>7,447,531</b></u>
<b>FUNDS</b>	19		
Unrestricted funds		<u><b>8,362,285</b></u>	<u><b>7,447,531</b></u>
<b>TOTAL FUNDS</b>		<u><b>8,362,285</b></u>	<u><b>7,447,531</b></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18/03/25  
and were signed on its behalf by:

  
I C Palmer – Trustee/Director

The notes form part of these financial statements



**Humberside Engineering Training  
Association Limited**

**Company Balance Sheet  
31st August 2024**

	Notes	2024 Unrestricted funds £	2023 Unrestricted funds £
<b>FIXED ASSETS</b>			
Tangible assets	11	11,441,527	11,273,710
Investments	12	<u>1</u>	<u>1</u>
		11,441,528	11,273,711
<b>CURRENT ASSETS</b>			
Debtors	13	939,686	895,398
Cash at bank		<u>860,366</u>	<u>1,180,975</u>
		1,800,052	2,076,373
<b>CREDITORS</b>			
Amounts falling due within one year	14	<u>(1,133,111)</u>	<u>(1,311,228)</u>
<b>NET CURRENT ASSETS</b>		<u>666,941</u>	<u>765,145</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		12,108,469	12,038,856
<b>CREDITORS</b>			
Amounts falling due after more than one year	15	<u>(3,756,099)</u>	<u>(4,622,864)</u>
<b>NET ASSETS</b>		<u>8,352,370</u>	<u>7,415,992</u>
<b>FUNDS</b>	19		
Unrestricted funds		<u>8,352,370</u>	<u>7,415,992</u>
<b>TOTAL FUNDS</b>		<u>8,352,370</u>	<u>7,415,992</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 18/03/25  
and were signed on its behalf by:

  
I C Palmer – Trustee/Director

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Consolidated Cash Flow Statement  
for the year ended 31st August 2024**

	Notes	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	1,438,458	1,617,766
Interest paid		<u>(438,700)</u>	<u>(239,359)</u>
Net cash provided by operating activities		<u>999,758</u>	<u>1,378,407</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(697,834)	(5,774,325)
Sale of tangible fixed assets		-	1,099
Interest received		<u>19,383</u>	<u>19,621</u>
Net cash (used in)/provided by investing activities		<u>(678,451)</u>	<u>(5,753,605)</u>
<b>Cash flows from financing activities</b>			
New loans in year		-	3,700,000
Loan repayments in year		<u>(751,183)</u>	<u>(122,801)</u>
Net cash provided by/(used in) financing activities		<u>(751,183)</u>	<u>3,577,199</u>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(429,876)</b>	<b>(797,999)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b><u>1,367,550</u></b>	<b><u>2,165,549</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b><u><u>937,674</u></u></b>	<b><u><u>1,367,550</u></u></b>

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Cash Flow Statement  
for the year ended 31st August 2024**

**1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2024 £	2023 £
Net income for the reporting period (as per the Consolidated Statement of Financial Activities)	914,754	460,587
Adjustments for:		
Depreciation charges	530,017	339,037
Interest received	(19,383)	(19,621)
Interest paid	438,700	239,359
(Increase)/decrease in debtors	(115,053)	159,971
Increase/(decrease) in creditors	(310,577)	438,433
<b>Net cash provided by operations</b>	<b><u>1,438,458</u></b>	<b><u>1,617,766</u></b>

**2. ANALYSIS OF CHANGES IN NET FUNDS/(DEBT)**

	At 1/9/23 £	Cash flow £	At 31/8/24 £
<b>Net cash</b>			
Cash at bank	<u>1,367,550</u>	<u>(429,876)</u>	<u>937,674</u>
	<u>1,367,550</u>	<u>(429,876)</u>	<u>937,674</u>
<b>Debt</b>			
Debts falling due within 1 year	(271,184)	(115,582)	(386,766)
Debts falling due after 1 year	<u>(4,622,864)</u>	<u>866,765</u>	<u>(3,756,099)</u>
	<u>(4,894,048)</u>	<u>751,183</u>	<u>(4,142,865)</u>
<b>Total</b>	<b><u>(3,526,498)</u></b>	<b><u>321,307</u></b>	<b><u>(3,205,191)</u></b>

The notes form part of these financial statements

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements  
for the year ended 31st August 2024**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

**Basis of consolidation**

The group financial statements consolidate the financial statements of the charity and its subsidiary undertaking, Humberside Apprentice Training Agency Limited, at 31<sup>st</sup> August 2024 using acquisition accounting.

**Income**

**Income from resources from charitable activities**

Incoming resources from charitable activities excludes value added tax. Where income resources are dependent upon the Charity delivering a service, the income is not recognised until the service is delivered.

**Donations**

Donations and gifts are included in full in the Statement of Financial Activities when receivable.

**Grants**

Grants and allowances receivable are accounted for as income in the year in which entitlement arises.

**Gifts**

Gifts in kind are valued by reference to the equivalent commercial cost of acquiring such assets or services.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Allocation and apportionment of costs**

Expenses directly associated with the delivery of training are charged as direct charitable expenses and split between those relating to unrestricted and those relating to restricted funds.

Depreciation is split between restricted and unrestricted funds by reference to the charge arising on each specific asset.

Employees are categorized as either directly involved in training or administration and related costs apportioned accordingly. Staff time spent delivering projects which are subject to restricted funding is recharged from unrestricted funds at agreed hourly rates.

Direct costs not capable of being attributed to any individual class of activity are apportioned according to the relative income of each activity. Support costs are apportioned according to the amount of direct cost associated with each class of activity. Governance costs reflect the strategic and compliance costs of the charity including an allowance for the Chief Executive's time spent on such matters.



**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

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

Freehold property	- 20% on cost, 10% on cost and 2% on cost
Plant and machinery	- 10% on cost
Fixtures and fittings	- 10% on cost
Computer equipment	- 20% on cost

**Taxation**

As a registered charity, the company is generally exempt from Corporation Tax, but not from VAT. The company accounts for VAT in accordance with the regulations relevant to the nature of the supplies which it makes. Any irrecoverable VAT is shown separately as an expense.

**Fund accounting**

Incoming resources for services where, upon full performance of the service, any surplus can be retained and used for general purposes are classified as unrestricted, whereas if any surplus is receivable by the donor then the resources are classed as restricted.

**Leases**

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

Rents payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

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

**3. INVESTMENT INCOME**

	<b>2024</b>	2023
	<b>£</b>	£
Other income	<b>667,721</b>	676,387
Deposit account interest	<b><u>19,383</u></b>	<u>19,621</u>
	<b><u>687,104</u></b>	<u>696,008</u>

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**4. INCOME FROM CHARITABLE ACTIVITIES**

	Activity	2024 £	2023 £
Apprenticeship fees	Apprentice Training	418,684	464,187
ESFA funding	Apprentice Training	4,801,169	3,822,755
ESFA funding	HNC & HND	76,700	29,500
HNC income	HNC & HND	520,925	350,950
Adult training	Adult Training	897,048	849,892
Passport	Adult Training	9,020	27,910
		<u>6,723,546</u>	<u>5,545,194</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs £	Support costs (see note 6) £	2024 Totals £
Apprentice Training	3,450,871	1,525,678	4,976,549
HNC & HND	360,910	170,119	531,029
Adult Training	671,367	316,950	988,317
	<u>4,483,148</u>	<u>2,012,747</u>	<u>6,495,895</u>

**6. SUPPORT COSTS**

	Management £	Finance £	Human resources £
Apprentice Training	175,044	436,874	582,370
HNC & HND	19,518	48,712	64,937
Adult Training	36,363	90,758	120,984
	<u>230,925</u>	<u>576,344</u>	<u>768,291</u>
	Other £	Governance costs £	2024 Totals £
Apprentice Training	278,777	52,613	1,525,678
HNC & HND	31,086	5,866	170,119
Adult Training	57,915	10,930	316,950
	<u>367,778</u>	<u>69,409</u>	<u>2,012,747</u>

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**7. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	11,916	10,450
Depreciation - owned assets	530,017	339,037
Other operating leases	<u>-</u>	<u>140,000</u>

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st August 2024 nor for the year ended 31st August 2023.

**Trustees' expenses**

Travel and subsistence expenses totalling £620 were paid to the trustees during the year (2023: £61).

**9. STAFF COSTS**

	2024	2023
	£	£
Wages and salaries	3,332,116	3,173,014
Social security costs	289,726	260,699
Other pension costs	<u>463,017</u>	<u>416,616</u>
	<u>4,084,859</u>	<u>3,850,329</u>

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

	2024	2023
Management	4	5
Administration	12	14
Training and support	61	58
Apprentices-HATA	<u>9</u>	<u>12</u>
	<u>86</u>	<u>89</u>

The average number of employees during the year is based on Full Time Equivalents.

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£60,001 - £70,000	1	2
£70,001 - £80,000	1	-
£80,001 - £90,000	<u>-</u>	<u>1</u>
	<u>2</u>	<u>3</u>

**Humberside Engineering Training**  
**Association Limited**

**Notes to the Consolidated Financial Statements - continued**  
**for the year ended 31st August 2024**

**10. NET INCOMING RESOURCES OF PARENT COMPANY**

As permitted by paragraph 397 of the SORP, the Statement of Financial Activities of the parent charity is not presented in these financial statements. The parent's net incoming resources for the year ended 31<sup>st</sup> August 2024 totalled £936,378 (2023: £468,960).



**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**11. TANGIBLE FIXED ASSETS**

<b>Group and Charity</b>	Freehold property £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
<b>COST</b>					
At 1st September 2023	10,601,636	2,004,330	329,531	684,017	13,619,514
Additions	137,179	357,107	15,035	188,513	697,834
Disposals	-	-	-	(227,086)	(227,086)
At 31st August 2024	10,738,815	2,361,437	344,566	645,444	14,090,262
<b>DEPRECIATION</b>					
At 1st September 2023	673,124	1,016,173	187,136	469,371	2,345,804
Charge for year	225,028	184,574	26,248	94,167	530,017
Eliminated on disposal	-	-	-	(227,086)	(227,086)
At 31st August 2024	898,152	1,200,747	213,384	336,452	2,648,735
<b>NET BOOK VALUE</b>					
At 31st August 2024	9,840,663	1,160,690	131,182	308,992	11,441,527
At 31st August 2023	9,928,512	988,157	142,395	214,646	11,273,710

**12. FIXED ASSET INVESTMENTS**

<b>Charity</b>	Shares in group undertakings £
<b>MARKET VALUE</b>	
At 1st September 2023 and 31st August 2024	1
<b>NET BOOK VALUE</b>	
At 31st August 2024	1
At 31st August 2023	1

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

**Humber Apprentice Training Agency Limited (10234302)**

Registered Office: United Kingdom

Nature of business: Trading

This investment represents 100% of the voting equity instruments of the subsidiary.

**Humberside Engineering Training  
Association Limited**

**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	721,559	657,055	706,773	650,293
Amounts owed by group undertakings	-	-	49,147	112,737
Prepayments	<u>193,826</u>	<u>143,277</u>	<u>183,766</u>	<u>132,368</u>
	<u><b>915,385</b></u>	<u><b>800,332</b></u>	<u><b>939,686</b></u>	<u><b>895,398</b></u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Charity</b>	
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank loans and overdrafts (see note 16)	386,766	271,184	386,766	271,184
Trade creditors	230,343	609,502	230,343	609,502
Amounts owed to group undertakings	-	-	-	-
Social security and other taxes	115,973	54,101	114,988	52,815
Accrued expenses	<u>443,120</u>	<u>436,410</u>	<u>401,014</u>	<u>377,727</u>
	<u><b>1,176,202</b></u>	<u><b>1,371,197</b></u>	<u><b>1,133,111</b></u>	<u><b>1,311,228</b></u>

**15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loans (see note 16)	<u><b>3,756,099</b></u>	<u><b>4,622,864</b></u>

**16. LOANS**

An analysis of the maturity of loans is given below:

<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year on demand:		
Bank loans	<u><b>386,766</b></u>	<u><b>271,184</b></u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u><b>1,089,883</b></u>	<u><b>1,113,354</b></u>
Amounts falling due in more than five years:		
Bank loans – more than 5 years	<u><b>2,666,216</b></u>	<u><b>3,509,510</b></u>

The loans are repayable by monthly instalments and are over a ten years or fifteen year period.

The first loan commenced in August 2014 and is over a term of ten years. Interest is charged at 3.00% over bank base rate.

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**Notes to the Consolidated Financial Statements - continued  
for the year ended 31st August 2024**

**16. LOANS - continued**

The second loan commenced in June 2017 and is over a term of fifteen years. Interest is charged at 3.00% over bank base rate.

The third loan commenced in April 2023 and is over a term of fifteen years. Interest is charged at 2.25% over bank base rate.

All loan interest is charged directly to expenses as incurred.

**17. LEASING AGREEMENTS**

Minimum lease payments under non-cancellable operating leases fall due as follows:

<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Within one year	<u><u>-</u></u>	<u><u>140,000</u></u>

Leases are negotiated over various terms to suit the requirements at that time. Break clauses are included wherever appropriate and the above liability has been calculated from the balance sheet date to either the end of the lease or the first break clause, whichever is earlier.

**18. SECURED DEBTS**

The following secured debts are included within creditors:

<b>Group and Charity</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loans	<u><u>4,142,865</u></u>	<u><u>4,894,048</u></u>

The loans are secured by charges over the charity's freehold land and buildings.

**19. MOVEMENT IN FUNDS**

	At 1/9/23	Net movement in funds	At 31/8/24
	£	£	£
<b>Unrestricted funds</b>			
General fund	7,447,531	916,284	8,363,815
	<u>7,447,531</u>	<u>916,284</u>	<u>8,363,815</u>
<b>TOTAL FUNDS</b>	<u><u>7,447,531</u></u>	<u><u>916,284</u></u>	<u><u>8,363,815</u></u>

**Humberside Engineering Training  
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**Notes to the Financial Statements - continued  
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**19. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	7,410,649	(6,495,895)	914,754
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>7,410,649</u>	<u>(6,495,895)</u>	<u>914,754</u>

**20. PENSION COMMITMENTS**

The company operates a group personal pensions scheme. The assets of the scheme are held by independent managers. Contributions into the scheme during the year amounted to £420,385 (2023: £378,611). There were no amounts prepaid at the balance sheet date. Contributions outstanding at the balance sheet date totalled £35,427 (2023: £34,739).

**21. RELATED PARTY DISCLOSURES**

Debtor and creditor balances within the charity's subsidiary company are shown in notes 13 & 14. All balances are interest free and repayable on demand.

During the year key management personnel remuneration of £318,765 (2023: £370,913) was paid.

During the year the company obtained legal services from a firm of solicitors in which one of the charity's trustees is a partner. The transaction was conducted on an arm's length basis for a total consideration of £4,950 (2023: £15,891). Due process and declaration of interests was followed.

There are no further related party transactions that require to be disclosed.

**22. INDEMNITY INSURANCE**

The company's insurance premiums include indemnity insurance to protect both the Charity and the Trustees.